

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2022
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
MAY 2021

Military Personnel, Navy

The estimated cost of this report for the Department of the Navy (DON) is \$164,076.

The estimated total cost for supporting the DON budget justification material is approximately \$3,919,738 during the 2021 fiscal year. This includes \$84,638 in supplies and \$3,835,100 in labor.

Department of Defense Appropriations Act, 2022

Military Personnel, Navy

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$35,496,879,000.

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Section 1

Summary of Requirements by Budget Program

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
ACTIVE FORCES
(In Thousands of Dollars)

	<u>FY 2020 Actuals*</u>	<u>FY 2021 Enacted**</u>	<u>FY 2022 Estimate</u>
Base Program			
Pay and Allowances of Officers	8,718,023	9,232,039	9,568,673
Pay and Allowances of Enlisted	20,782,426	22,341,074	23,357,350
Pay and Allowances of Cadets	90,832	87,021	96,001
Subsistence of Enlisted Personnel	1,275,005	1,351,115	1,362,524
Permanent Change of Station Travel	883,059	1,001,509	995,629
Other Military Personnel Programs	117,149	100,250	116,702
TOTAL DIRECT PROGRAM	31,866,494	34,113,008	35,496,879
Reimbursable Program			
Pay and Allowances of Officers	286,455	287,324	301,741
Pay and Allowances of Enlisted	136,085	121,175	138,406
Subsistence of Enlisted Personnel	7,881	7,101	8,083
Permanent Change of Station Travel	-	-	-
TOTAL REIMBURSABLE PROGRAM	430,421	415,600	448,230
Total Baseline Program			
Pay and Allowances of Officers	9,004,478	9,519,363	9,870,414
Pay and Allowances of Enlisted Personnel	20,918,511	22,462,249	23,495,756
Pay and Allowances of Cadets	90,832	87,021	96,001
Subsistence of Enlisted Personnel	1,282,886	1,358,216	1,370,607
Permanent Change of Station Travel	883,059	1,001,509	995,629
Other Military Personnel Costs	117,149	100,250	116,702
TOTAL BASELINE PROGRAM FUNDING	32,296,915	34,528,608	35,945,109
Medicare-Eligible Retiree HCF	1,549,638	1,672,942	1,888,336
TOTAL MILPERS PROGRAM COST	33,846,553	36,201,550	37,833,445

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
ACTIVE FORCES
(In Thousands of Dollars)

	<u>FY 2020 Actuals*</u>	<u>FY 2021 Enacted**</u>	<u>FY 2022 Estimate</u>
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)			
Pay and Allowances of Officers	142,482	142,226	0
Pay and Allowances of Enlisted Personnel	183,769	187,619	0
Subsistence of Enlisted Personnel	29,782	30,840	0
Permanent Change of Station Travel	25,852	12,194	0
Other Military Personnel Costs	6,536	9,407	0
TOTAL OCO FUNDING	388,421	382,286	0
 Memo Entry: Direct War and Enduring Requirements			
Pay and Allowances of Officers	0	0	103,320
Pay and Allowances of Enlisted Personnel	0	0	143,360
Subsistence of Enlisted Personnel	0	0	24,792
Permanent Change of Station Travel	0	0	830
Other Military Personnel Costs	0	0	2,154
TOTAL ENDURING FUNDING	0	0	274,456

*FY 2020 includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136) throughout this book.

**FY 2021 includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) throughout this book.

Section 2

Introduction

**MILITARY PERSONNEL, NAVY
INTRODUCTION - ARMED FORCES**

The Military Personnel, Navy (MPN) appropriation provides resources necessary to compensate military personnel required to man approved force structure and support infrastructure, including those officer and enlisted personnel within the individuals account: students, trainees, transients, patients, prisoners, holdees, and midshipmen.

Navy active and reserve end strength continues to adjust and align to overall force structure changes. Navy achieved unprecedented active force growth of nearly 12,000 end strength across FY18 and FY19, and will continue that trend by growing an additional 11,439 end strength across FY20 and FY21. The remainder of the FYDP grows at a less aggressive pace as we continue to adjust the size of our fleet, introduce new platforms and capabilities, and reduce gaps in fleet manning.

To recruit and retain the manpower we need, the budget funds the necessary incentives, such as enlistment and reenlistment bonuses, to ensure we not only have the total strength needed, but also the necessary mix of critical skillsets.

The FY 2022 budget includes funding for a 2.7 percent base pay increase for all military personnel.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2022 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Department of the Navy has continued to identify specific programs/line items and the root causes for significant unexpended balances in each year, and is developing specific actions to reduce unexpended balances.

Additionally, a detailed analysis of permanent change of station (PCS) fund management processes was conducted during the FY 2022 Budget Review. Historically, PCS moves have been a significant contributor to undisbursed balances – accounting for more than 25 percent of the annual unexpended balances within the military personnel appropriations. To improve the efficiency of PCS fund management, the Department has identified long-term financial process improvements that will help eliminate unresolved weaknesses in current PCS systems, cost estimating processes, and accounting reconciliation efforts. Addressing PCS issues is a top reform priority, but implementation of longer-term automated solutions through integrated pay and personnel systems is still a few years off for most Components.

SUMMARY OF ECONOMIC ASSUMPTIONS

FISCAL YEAR 2020

- a. The \$32,296,915 funding supported an end strength of 346,520 with an average strength of 344,060.
- b. Retired pay accrual percentage was 31 percent of the basic pay for full-time active duty and 24.4 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 3.1 percent across the board, effective 1 January 2020.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.5 percent effective 1 October 2019.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 0.9 percent for both officers and enlisted personnel, effective 1 January 2020.
- f. The non-pay inflation rate was 1.3 percent.

FISCAL YEAR 2021

- a. The \$34,817,439 funding supported an end strength of 348,359 with an average strength of 353,136.
- b. Retired pay accrual percentage was 34.9 percent of the basic pay for full-time active duty and 26.9 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 3.0 percent across the board, effective 1 January 2021.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.2 percent effective 1 October 2020.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 3.7 percent for both officers and enlisted personnel, effective 1 January 2021.
- f. The non-pay inflation rate was 1.7 percent.

FISCAL YEAR 2022

- a. The \$35,945,109 funding supported an end strength of 346,200 with an average strength of 350,627.
- b. Retired pay accrual percentage was 35.1 percent of the basic pay for full-time active duty and 25.7 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 2.7 percent across the board, effective 1 January 2022.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 4.0 percent effective 1 October 2021.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 2.3 percent for both officers and enlisted personnel, effective 1 January 2022.
- f. The non-pay inflation rate was 1.8 percent.

MILITARY PERSONNEL, NAVY PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the National Strategy.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

	FY 2020 Actual	FY 2021 Estimate	FY 2022 Estimate
Average Strength	344,060	353,136	350,627
End Strength	346,520	348,359	346,200
Authorization End Strength	340,500	347,800	

Recruiting

	FY 2020 Actual	FY 2021 Estimate	FY 2022 Estimate
1. Numeric goals - Active Enlisted			
Accession Goal	39,600	35,167	31,500
Accessions Attained	39,772		
New Contract Objective (NCO)	44,564	45,441	46,217
New Contracts Attained (NCA)	26,421		

Note:

NCO and NCA includes contracts for the New Accession Training program because Active Duty recruiters work this mission.

	FY 2020 Actual	FY 2021 Estimate	FY 2022 Estimate
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	96.9		
- Test Score Category I-IIIa percent	70.0	70.0	70.0
Actual	69.2		

a. High School Diploma Graduate (HSDG) percent measures the number of non-prior service accessions who meet Tier I (HSDG) educational criteria relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 90% because these recruits generally have lower first-term attrition than do Tier II (alternate High School Credential or High School Graduate) and Tier III (Non-High School Graduate) recruits.

b. Test Score Category I-IIIa (CAT I-IIIa) percent measures the number of non-prior service accessions who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT) relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 60% because CAT I-IIIa recruits are generally better able to meet the challenges associated with the highly technical Navy of the 21st Century than are those who score lower on the AFQT. Navy does not currently assess CAT IV recruits.

Section 3

Summary Charts

MILITARY PERSONNEL, NAVY
SUMMARY OF MILITARY PERSONNEL STRENGTH-ACTIVE FORCES

	FY 2020 Actual		FY 2021 Planned		FY 2022 Planned	
	Average Strength	End Strength 30-Sep-20	Average Strength	End Strength 30-Sep-21	Average Strength	End Strength 30-Sep-22
DIRECT PROGRAM						
Officers	55,436	54,588	55,385	55,101	55,864	55,015
Enlisted	280,278	285,172	288,298	286,614	288,370	284,674
Academy (Cadets/Midshipmen)	4,380	4,524	4,412	4,491	4,233	4,350
Sub-Total	340,094	344,284	348,095	346,206	348,467	344,039
REIMBURSABLE PROGRAM						
Officers	539	1,071	1,037	995	999	1,000
Enlisted	585	1,165	1,163	1,158	1,161	1,161
Sub-Total	1,124	2,236	2,200	2,153	2,160	2,161
TOTAL PROGRAM						
Officers	55,975	55,659	56,422	56,096	56,863	56,015
Enlisted	280,863	286,337	289,461	287,772	289,531	285,835
Academy (Cadets/Midshipmen)	4,380	4,524	4,412	4,491	4,233	4,350
TOTAL PROGRAM	341,218	346,520	350,295	348,359	350,627	346,200
Supplemental (OCO)*						
Officers	806		752			
Enlisted	2,036		2,089			
Supplemental (OCO) Funded Strength	2,842		2,841			
Officers	56,781	55,659	57,174	56,096	56,863	56,015
Enlisted	282,899	286,337	291,550	287,772	289,531	285,835
Academy (Cadets/Midshipmen)	4,380	4,524	4,412	4,491	4,233	4,350
REVISED TOTAL PROGRAM	344,060	346,520	353,136	348,359	350,627	346,200

*FY 2022 Strength for Officers and enlisted mobilized Reserve Component in support of OEF/OIF/OIR/OFS is included in the Total Program.

The Navy is required to document the number of Reserve and National Guard members who have performed operational support duty for the Navy for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days.

	FY 2020 Actual	FY 2021 Projected	FY 2022 Projected
Navy Reserve	42	41	37

These totals are part of the end strength figures that are displayed throughout the justification material.

MILITARY PERSONNEL, NAVY
END STRENGTH BY GRADE - ACTIVE FORCES
TOTAL PROGRAM

	FY 2020		FY 2021		FY 2022	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	7		8		8	
0-9 Vice Admiral	36	1	37	1	37	1
0-8 Rear Admiral (UH)	60	1	60	1	60	1
0-7 Rear Admiral (LH)	114	2	127	2	138	2
0-6 Captain	3,297	63	3,279	58	3,251	58
0-5 Commander	6,772	130	6,734	119	6,699	119
0-4 Lieutenant Commander	10,696	206	10,872	193	10,840	194
0-3 Lieutenant	18,775	361	18,731	332	18,564	331
0-2 Lieutenant (JG)	7,005	135	7,315	130	7,346	131
0-1 Ensign	7,008	135	6,965	124	7,031	126
TOTAL	53,770	1,034	54,128	960	53,974	963
Warrant Officers						
W-5 Warrant Officer	87	2	83	1	77	1
W-4 Warrant Officer	406	8	429	8	425	8
W-3 Warrant Officer	757	15	796	14	873	16
W-2 Warrant Officer	631	12	650	12	656	12
W-1 Warrant Officer	8		10		10	
TOTAL	1,889	37	1,968	35	2,041	37
Total Officer Personnel	55,659	1,071	56,096	995	56,015	1,000
E-9 Master Chief Petty Officer	2,720	11	3,133	13	3,115	13
E-8 Senior Chief Petty Officer	7,091	29	8,302	33	8,001	32
E-7 Chief Petty Officer	22,735	92	22,651	91	23,905	97
E-6 1st Class Petty Officer	51,050	208	51,175	206	50,762	206
E-5 2nd Class Petty Officer	71,673	291	77,592	312	76,207	310
E-4 3rd Class Petty Officer	59,118	241	49,677	200	47,383	192
E-3 Seaman	41,097	167	45,527	183	49,287	200
E-2 Seaman Apprentice	16,151	66	15,906	64	14,487	59
E-1 Seaman Recruit	14,702	60	13,809	56	12,688	52
Total Enlisted	286,337	1,165	287,772	1,158	285,835	1,161
Total Officer and Enlisted	341,996	2,236	343,868	2,153	341,850	2,161
Midshipmen	4,524		4,491		4,350	
TOTAL END STRENGTH	346,520	2,236	348,359	2,153	346,200	2,161

**MILITARY PERSONNEL, NAVY
END STRENGTH GRADE-ACTIVE FORCES
TOTAL PROGRAMS**

	FY 2020		FY 2021		FY 2022	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	8		8		8	
0-9 Vice Admiral	37	1	37	1	37	1
0-8 Rear Admiral (UH)	60	1	60	1	60	1
0-7 Rear Admiral (LH)	113	1	122	2	135	2
0-6 Captain	3,277	32	3,326	61	3,307	58
0-5 Commander	7,001	65	6,971	125	6,860	119
0-4 Lieutenant Commander	10,994	103	11,042	200	11,028	194
0-3 Lieutenant	19,223	181	19,330	347	18,983	332
0-2 Lieutenant (JG)	7,164	68	7,276	133	7,474	131
0-1 Ensign	7,038	68	7,049	130	6,951	125
TOTAL	54,915	520	55,221	1,000	54,843	963
Warrant Officers						
W-5 Warrant Officer	84	1	84	2	78	1
W-4 Warrant Officer	404	4	417	8	426	8
W-3 Warrant Officer	759	8	792	15	863	15
W-2 Warrant Officer	612	6	650	12	643	12
W-1 Warrant Officer	7		10		10	
TOTAL	1,866	19	1,953	37	2,020	36
Total Officer Personnel	56,781	539	57,174	1,037	56,863	999
E-9 Master Chief Petty Officer	2,777	6	2,912	12	3,170	13
E-8 Senior Chief Petty Officer	7,107	15	7,661	31	8,300	33
E-7 Chief Petty Officer	22,166	46	22,679	92	23,132	94
E-6 1st Class Petty Officer	52,578	104	53,640	207	52,773	206
E-5 2nd Class Petty Officer	72,066	146	75,770	302	78,703	311
E-4 3rd Class Petty Officer	54,067	121	53,611	221	48,146	196
E-3 Seaman	43,726	84	45,553	175	47,307	192
E-2 Seaman Apprentice	15,802	33	16,366	65	14,913	62
E-1 Seaman Recruit	12,610	30	13,358	58	13,087	54
Total Enlisted	282,899	585	291,550	1,163	289,531	1,161
Total Officer and Enlisted	339,680	1,124	348,724	2,200	346,394	2,160
Midshipmen	4,380		4,412		4,233	
TOTAL AVERAGE STRENGTH	344,060	1,124	353,136	2,200	350,627	2,160

**MILITARY PERSONNEL, NAVY
ACTIVE DUTY STRENGTH BY MONTHS**

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	55,138	277,411	4,457	337,006	55,660	286,367	4,524	346,551	56,095	288,038	4,500	348,633
October	55,064	277,192	4,450	336,706	55,672	286,061	4,516	346,249	56,024	287,454	4,490	347,968
November	55,046	277,968	4,448	337,462	55,665	286,878	4,514	347,057	55,909	287,320	4,481	347,710
December	54,994	278,776	4,434	338,204	55,461	286,612	4,503	346,576	55,940	287,213	4,461	347,614
January	54,985	279,689	4,420	339,094	55,513	287,438	4,494	347,445	55,828	287,229	4,435	347,492
February	54,830	280,205	4,413	339,448	55,448	287,779	4,487	347,714	55,648	287,049	4,420	347,117
March	54,859	279,797	4,409	339,065	55,461	288,184	4,482	348,127	55,520	287,012	4,410	346,942
April	54,793	278,314	4,410	337,517	55,341	287,769	4,473	347,583	55,514	286,640	4,392	346,546
May	55,983	278,613	3,402	337,998	56,560	287,548	3,379	347,487	56,815	286,838	3,271	346,924
June	56,250	279,168	4,583	340,001	56,635	288,327	4,545	349,507	56,931	286,875	3,251	347,057
July	56,061	281,568	4,558	342,187	56,490	288,771	4,527	349,788	56,775	286,743	4,396	347,914
August	55,816	283,851	4,539	344,206	56,266	288,636	4,507	349,409	56,534	286,396	4,363	347,293
September	55,659	286,337	4,524	346,520	56,096	287,772	4,491	348,359	56,015	285,835	4,350	346,200
Average Strength	55,341	279,752	4,380	339,473	55,866	287,589	4,411	347,866	56,124	286,975	4,233	347,333
FY 2020				FY 2021				FY 2022				
<u>Selected Reserve 12304b Authority</u>												
Average Strength	30	107		137	30	96		126	36	186		222
Dollars in Millions	4.6	8.4		13.0	4.6	8.3		12.9	5.7	16.6		22.3
<u>OCO - Mobilized Reserve*</u>												
Average Strength	806	2,036		2,842	752	2,089		2,841				
Dollars in Millions	142.5	183.7		326.2	130.7	217.3		348.0				
<u>Additional Strength</u>	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
Average Strength	604	1,004		1,608	526	1,776		2,304	739	2,556		3,295
Dollars in Millions	101.1	106.5		207.6	93.8	163.2		257.0	141.6	269.2		410.8
Total Average Strength	56,781	282,899	4,380	344,060	57,174	291,550	4,411	353,136	56,863	289,531	4,233	350,628
*FY 2022 Direct War and Enduring Strength included in Additional Strength												
Strength in the FY 2022 President's Budget Baseline Request												
				FY 2021 Estimate				FY 2022 Estimate				
				Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	
End Strength				56,096	287,772	4,491	348,359	56,015	285,835	4,350	346,200	
Average Strength				<u>57,174</u>	<u>291,550</u>	<u>4,411</u>	<u>353,136</u>	<u>56,863</u>	<u>289,531</u>	<u>4,233</u>	<u>350,628</u>	

FY2022 12304b Requested Levels: 222 Work years

10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands

Introduction: The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. § 12304b, which provides the Secretary of the Navy the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2020, the Navy plans to utilize 12304b in support of preplanned and base funded missions identified by the Combatant Commanders. The Navy may use authority granted in 10 U.S.C. § 12301(d) for Sailors volunteering to support any of these missions.

HSC-85 Squadron Deployments FY22 \$3.1M (30 work-years total)

Title 10 USC 12304b funding for SELRES HSC-85 mobilizations to support COCOM/TSOC requirements for dedicated Rotary Wing Special Operations Support through the GFMAP. An OCONUS detachment comprised of four aircraft (MH-60S) conducting dedicated Rotary Wing Special Operations requires the support of mobilized SELRES personnel to augment AC and FTS personnel onboard HSC-85. Provides deployable Reserve Component MH-60S manning to meet GFMAP requirements and simultaneous support of SOCOM non-GFM requirements. Mobilization (12304b) funding for 6 SELRES Officers and 34 SELRES Enlisted for 12 months.

VAQ-209 Deployments FY22 \$2.1M (19 work-years)

Title 10 USC 12304b, Funds SELRES VAQ squadron mobilizations in FYDP supporting SECDEF approved GFMAP deployment schedule. Contingency definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of contingency funding and mission eligibility under future guidance warrants 12304b funding. Funding provides VAQ-209 to support SECDEF approved GFMAP driven by COCOM requirements regardless of deployment location. Mobilization (12304b) funding for 24 SELRES Officers and 50 SELRES Enlisted for 4 months.

HSM-60 Squadron Deployment FY22 \$1.4M (15 work-years)

Title 10 USC 12304b funds for SELRES HSM detachment mobilizations to support COCOM requirements through the GFMAP. Mobilizations are required to meet deployment manning for a two aircraft (MH-60R) detachment. OCO definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of contingency funding and mission eligibility under future guidance warrants 12304b funding. Enables RC sourcing of HSM expeditionary GFM requirements. Mobilization (12304b) funding for 6 SELRES Officers and 20 SELRES Enlisted for 9 months.

HM-14 Squadron Deployments FY22 \$0.8M (9 work-years)

Title 10 USC 12304b funding for SELRES HM mobilizations to support COCOM requirements through the GFMAP. HM-14 supports an enduring OCONUS mine countermeasure and heavy vertical lift detachment in Korea. In order to adequately man a three aircraft (MH-53E) detachment, 12 mobilizations are required for deployment in FY22. Contingency definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of contingency funding and mission eligibility under future guidance warrants 12304b funding. FY22 funding enables RC sourcing of HM expeditionary GFM requirements. Mobilization (12304b) funding to support 1 SELRES officer and 11 Enlisted personnel for 12 months.

HM-15 Squadron Deployments FY22 \$0.8M (9 work-years)

Title 10 USC 12304b funding for SELRES HM mobilizations to support COCOM requirements through the GFMAP. HM-15 supports an enduring OCONUS mine countermeasure and heavy vertical lift detachment in Bahrain. In order to adequately man a four aircraft (MH-53E) detachment, 12 mobilizations are required for deployment in FY22. Contingency definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of contingency funding and mission eligibility under future guidance warrants 12304b funding. Enables RC sourcing of HM expeditionary GFM requirements. Mobilization (12304b) funding to support 1 SELRES Officer and 11 Enlisted for 12 months.

VUP-19 Deployments FY22 \$0.2M (2 work-years)

Title 10 USC 12304b funds SELRES mobilizations supporting CNO approved missions. VUP-19 Reserve personnel provide 20% of the overall aircrew support for Triton UAV. SELRES AWO mobilizations are required to operate the Mission Payload Operator (MPO) station for the Triton Mission Control Station (MCS). Ensures VUP-19 Reserve personnel meet 20% sortie support requirement for Triton. Mobilization (12304b) funding to support 3 SELRES Enlisted mobilizations for 1 year.

BAMS-D Deployments FY22 \$1.1M (9 work-years)

Title 10 USC 12304b funds SELRES VP mobilizations supporting CNO approved Broad Area Maritime Surveillance Demonstrator deployment. BAMS-D program is a non-acquisition category (ACAT), Secretary of the Navy-directed initiative. Fleet Forces Command, Global Force Manning Dept., has been directed by CNO to transition from contingency funded IA manning to an alternative manning scheme for BAMS-D. BAMS-D has been used in a multitude of ISR roles. Extensions to the deployment have come as by-name requests directly from NAVCENT to CNO and a theater requirement until replaced by MQ-4C TRITON Multi-INT operations. Mobilization (12304B) funding for 5 SELRES Officers and 7 SELRES Enlisted for 1 year.

Maritime Mobility Special Operator FY22 \$0.4M (3 work years)

2x SELRES Special Warfare Combat Crewmen (SWCC) to a deploying Special Operations Combatant Craft Element tasked to execute Naval Special Warfare Group FOUR's support to Chief of Naval

Operations Guidance Key Operating Problem 2a.

NSW Deployed Task Element FY22 \$1.9 (12 work years)

Continues to field a deployed a 1.0 presence of 8 pax Special Operations Task Element (TE) to forward deployed Combatant Commander supporting pre-planned mission requirements tasked by the GFMAP to SOF.

Naval Expeditionary Logistics Force FY22 \$4.8M (42 work years)

Continue to provide sufficient warfare-qualified officer and enlisted personnel to meet Combatant Commander (CCDR) enduring GFM and operational plan (OPLAN) contingency requirements. Fund 56 SELRES (2-O /26-E) from NECC Expeditionary Logistics RC Battalions.

Maritime Expeditionary Security High Value Unit Escort (MESG-1/ MESG-2) FY22 \$5.9M (57 work years)

Fund critical billets to augment Maritime Expeditionary Security Squadrons support to High Value Units (HVV) missions responsible for both providing protection of, and otherwise mitigating risk to, HVVs during restricted waters transits within the NORTHCOM AOR.

RS 1 MARFORES Program FY 22 \$3M (15 work years)

Augments 20 SELRES to support GFMAP requirements in support of the USMC deployments.

MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
OFFICERS

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Begin Strength	55,138	55,659	56,096
Gains			
Naval Academy	739	807	790
Reserve Officer Training Corps	826	854	787
Senior ROTC	726	757	699
Scholarship	100	97	88
Health Professions Scholarships	412	447	436
Reserve Officer Candidates			
Other Enlisted Commissioning Programs	1,605	1,789	1,765
Voluntary Active Duty	29	40	29
Direct Appointments	329	330	315
Warrant Officer Programs	225	237	235
Other	49	53	41
Gain Adjustment	6	9	2
Total Gains	4,220	4,565	4,400
Losses			
Expiration of Contract / Obligation			
Normal Early Release			
Retirement	1,819	2,239	2,211
Disability			
Non-disability	1,819	2,239	2,211
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	198	117	234
Attrition	1,484	1,610	1,553
Other	119	115	94
Loss Adjustment	79	49	388
Total Losses	3,699	4,128	4,481
End Strength	55,659	56,096	56,015

MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
ENLISTED

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Begin Strength	277,411	286,337	287,772
Gains			
Non-prior Service Enlistments	39,629	34,881	31,100
Male	30,181	26,193	23,325
Female	9,448	8,688	7,775
Prior Service Enlistments	143	286	400
National Call to Service			
Reenlistments	34,952	35,718	38,342
Reserve Recall	0	13	50
Officer Candidate Programs	1,462	1,410	1,475
Returned from Dropped Rolls	962	923	900
Gain Adjustment			
Total Gains	77,148	73,231	72,267
Losses			
Expiration of Term of Service (ETS)	13,746	15,044	15,897
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	1,575	1,440	1,569
To Warrant Officer	233	238	246
Reenlistment	34,952	35,954	38,076
Retirement	3,729	4,712	4,805
TERA			
Other			
Dropped from Rolls (Deserters)	84	84	83
Attrition (Adverse Causes)	3,334	3,257	3,205
Attrition (Other)	10,569	11,067	10,323
Reserve Components			
Other Losses			
Loss Adjustment			
Total Losses	68,222	71,796	74,204
End Strength	286,337	287,772	285,835

MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
CADETS/MIDSHIPMEN

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Begin Strength	4,457	4,524	4,491
Gains			
Entering Midshipmen	1,187	1,179	1,180
Re-Admit Midshipmen			
Total Gains	1,187	1,179	1,180
Losses			
Attrition	95	100	218
Death			
Graduates	1,025	1,112	1,103
Total Losses	1,120	1,212	1,321
End Strength	4,524	4,491	4,350

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2020			FY 2021			FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	\$ 4,650,451	\$ 10,328,578	\$ 14,979,029	\$ 4,823,254	\$ 10,971,777	\$ 15,795,031	\$ 4,927,327	\$ 11,273,463	\$ 16,200,790
2. Retired Pay Accrual	\$ 1,431,795	\$ 3,192,238	\$ 4,624,033	\$ 1,672,844	\$ 3,815,241	\$ 5,488,085	\$ 1,722,160	\$ 3,939,197	\$ 5,661,357
3. Thrift Savings Plan (TSP)	\$ 50,869	\$ 83,485	\$ 134,354	\$ 76,309	\$ 129,121	\$ 205,430	\$ 93,769	\$ 158,537	\$ 252,306
4. Basic Allowance for Housing	\$ 1,610,741	\$ 4,836,247	\$ 6,446,988	\$ 1,663,953	\$ 5,074,594	\$ 6,738,547	\$ 1,772,341	\$ 5,389,738	\$ 7,162,079
A. With Dependents - Domestic	\$ 1,027,922	\$ 3,127,254	\$ 4,155,176	\$ 1,066,704	\$ 3,321,403	\$ 4,388,107	\$ 1,155,165	\$ 3,577,739	\$ 4,732,904
B. Without Dependents - Domestic	\$ 458,948	\$ 1,348,282	\$ 1,807,230	\$ 463,336	\$ 1,375,832	\$ 1,839,168	\$ 484,011	\$ 1,430,528	\$ 1,914,539
C. Substandard Family Housing - Domestic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Partial - Domestic	\$ 63	\$ 7,013	\$ 7,076	\$ 57	\$ 7,194	\$ 7,251	\$ 58	\$ 6,997	\$ 7,055
E. With Dependents - Overseas	\$ 74,411	\$ 180,248	\$ 254,659	\$ 77,278	\$ 189,109	\$ 266,387	\$ 77,389	\$ 188,582	\$ 265,971
F. Without Dependents - Overseas	\$ 49,397	\$ 173,450	\$ 222,847	\$ 56,578	\$ 181,056	\$ 237,634	\$ 55,718	\$ 185,892	\$ 241,610
5. Subsistence	\$ 175,168	\$ 1,282,886	\$ 1,458,054	\$ 180,993	\$ 1,376,111	\$ 1,557,104	\$ 184,763	\$ 1,370,607	\$ 1,555,370
A. Basic Allowance for Subsistence	\$ 175,168	\$ 851,735	\$ 1,026,903	\$ 180,993	\$ 912,210	\$ 1,093,203	\$ 184,763	\$ 929,731	\$ 1,114,494
1. Authorized to Mess Separately	\$ 175,168	\$ 849,406	\$ 1,024,574	\$ 180,993	\$ 909,673	\$ 1,090,666	\$ 184,763	\$ 927,146	\$ 1,111,909
2. Leave Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Rations-In-Kind Not Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4. BAS II	\$ -	\$ 2,329	\$ 2,329	\$ -	\$ 2,537	\$ 2,537	\$ -	\$ 2,585	\$ 2,585
5. Augmentation for Separate Meals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6. Partial BAS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Subsistence-In-Kind	\$ -	\$ 431,150	\$ 431,150	\$ -	\$ 463,900	\$ 463,900	\$ -	\$ 440,871	\$ 440,871
1. Subsistence in Messes	\$ -	\$ 385,730	\$ 385,730	\$ -	\$ 405,747	\$ 405,747	\$ -	\$ 392,852	\$ 392,852
2. Special Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Operational Rations	\$ -	\$ 4,210	\$ 4,210	\$ -	\$ 4,337	\$ 4,337	\$ -	\$ 4,451	\$ 4,451
4. Augmentation Rations & Other Programs	\$ -	\$ 67,821	\$ 67,821	\$ -	\$ 81,226	\$ 81,226	\$ -	\$ 71,702	\$ 71,702
5. SIK Cash Collections	\$ -	\$ (26,611)	\$ (26,611)	\$ -	\$ (27,410)	\$ (27,410)	\$ -	\$ (28,134)	\$ (28,134)
C. FSSA	\$ -	\$ 1	\$ 1	\$ -	\$ 1	\$ 1	\$ -	\$ 5	\$ 5
6. Incentive Pay Hazardous Duty and Aviation Career	\$ 149,424	\$ 103,996	\$ 253,420	\$ 147,247	\$ 103,709	\$ 250,956	\$ 158,262	\$ 117,064	\$ 275,326
A. Flying Duty Pay	\$ 113,366	\$ 15,962	\$ 129,328	\$ 110,436	\$ 15,953	\$ 126,389	\$ 118,599	\$ 17,459	\$ 136,058
1. Aviation Career Officers	\$ 72,433	\$ -	\$ 72,433	\$ 74,318	\$ -	\$ 74,318	\$ 77,585	\$ -	\$ 77,585
2. Crew Members	\$ 93	\$ 6	\$ 99	\$ 99	\$ 9	\$ 108	\$ 144	\$ 60	\$ 204
3. Noncrew Member	\$ 13	\$ 85	\$ 98	\$ 13	\$ 56	\$ 69	\$ 14	\$ 58	\$ 72
4. Aviation Continuation Pay	\$ 40,827	\$ -	\$ 40,827	\$ 36,006	\$ -	\$ 36,006	\$ 40,856	\$ -	\$ 40,856
5. Career Enlisted Flyer Pay	\$ -	\$ 15,871	\$ 15,871	\$ -	\$ 15,888	\$ 15,888	\$ -	\$ 17,341	\$ 17,341
B. Submarine Duty Pay	\$ 26,603	\$ 52,921	\$ 79,524	\$ 26,952	\$ 53,337	\$ 80,289	\$ 29,584	\$ 61,886	\$ 91,470
C. Parachute Jumping Pay	\$ 1,249	\$ 4,297	\$ 5,546	\$ 1,174	\$ 3,932	\$ 5,106	\$ 1,309	\$ 4,307	\$ 5,616
D. Demolition Pay	\$ 1,208	\$ 5,701	\$ 6,909	\$ 1,208	\$ 5,465	\$ 6,673	\$ 1,256	\$ 5,715	\$ 6,971

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2020			FY 2021			FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
E. Naval Special Warfare Skill Incentive Pay (SKIP)	\$ 6,313	\$ 15,204	\$ 21,517	\$ 6,786	\$ 17,878	\$ 24,664	\$ 6,827	\$ 18,207	\$ 25,034
F. Other Pays	\$ 685	\$ 9,911	\$ 10,596	\$ 691	\$ 7,144	\$ 7,835	\$ 687	\$ 9,490	\$ 10,177
7. Special Pays	\$ 430,028	\$ 957,808	\$ 1,387,836	\$ 459,148	\$ 1,056,384	\$ 1,515,532	\$ 468,191	\$ 1,086,993	\$ 1,555,184
A. Medical Pay	\$ 173,704	\$ -	\$ 173,704	\$ 175,175	\$ -	\$ 175,175	\$ 183,051	\$ -	\$ 183,051
B. Dental Pay	\$ 49,358	\$ -	\$ 49,358	\$ 50,663	\$ -	\$ 50,663	\$ 48,089	\$ -	\$ 48,089
C. Optometrists Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Pharmacy Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E. Nurse Pay	\$ 18,092	\$ -	\$ 18,092	\$ 18,292	\$ -	\$ 18,292	\$ 19,362	\$ -	\$ 19,362
F. Non-Physician Pay	\$ 15,540	\$ -	\$ 15,540	\$ 14,775	\$ -	\$ 14,775	\$ 15,656	\$ -	\$ 15,656
G. Personal Money Allowance General & Flag Officers	\$ 42	\$ 2	\$ 44	\$ 42	\$ 2	\$ 44	\$ 42	\$ 2	\$ 44
H. Nuclear Officer Incentive Pay	\$ 77,297	\$ -	\$ 77,297	\$ 90,471	\$ -	\$ 90,471	\$ 90,869	\$ -	\$ 90,869
I. Nuclear Accession Bonus	\$ -	\$ 1,620	\$ 1,620	\$ -	\$ 3,480	\$ 3,480	\$ -	\$ 3,375	\$ 3,375
J. Scientific/Engineering Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
K. Responsibility Pay	\$ 755	\$ -	\$ 755	\$ 763	\$ -	\$ 763	\$ 767	\$ -	\$ 767
L. Sea and Foreign Duty Total	\$ 32,342	\$ 286,811	\$ 319,153	\$ 33,263	\$ 300,031	\$ 333,294	\$ 33,959	\$ 304,116	\$ 338,075
1. Sea Duty	\$ 29,258	\$ 251,387	\$ 280,645	\$ 30,181	\$ 263,611	\$ 293,792	\$ 30,863	\$ 267,777	\$ 298,640
2. Duty at Certain Places	\$ 3,084	\$ 34,092	\$ 37,176	\$ 3,082	\$ 35,050	\$ 38,132	\$ 3,096	\$ 34,973	\$ 38,069
3. Overseas Extension Pay	\$ -	\$ 1,332	\$ 1,332	\$ -	\$ 1,370	\$ 1,370	\$ -	\$ 1,366	\$ 1,366
M. Diving Duty Pay	\$ 2,702	\$ 9,227	\$ 11,929	\$ 2,728	\$ 9,047	\$ 11,775	\$ 2,803	\$ 9,171	\$ 11,974
N. Foreign Language Proficiency Pay	\$ 3,232	\$ 13,186	\$ 16,418	\$ 3,806	\$ 13,765	\$ 17,571	\$ 3,362	\$ 13,914	\$ 17,276
O. Imminent Danger Pay	\$ 1,501	\$ 4,247	\$ 5,748	\$ 1,515	\$ 4,366	\$ 5,881	\$ 1,523	\$ 4,358	\$ 5,881
P. Hardship Duty Pay	\$ 3,513	\$ 18,747	\$ 22,260	\$ 3,735	\$ 27,996	\$ 31,731	\$ 3,560	\$ 18,890	\$ 22,450
Q. Judge Advocate Continuation Pay	\$ 2,575	\$ -	\$ 2,575	\$ 3,090	\$ -	\$ 3,090	\$ 2,985	\$ -	\$ 2,985
R. Special Warfare Officer Pay	\$ 5,525	\$ -	\$ 5,525	\$ 6,818	\$ -	\$ 6,818	\$ 6,777	\$ -	\$ 6,777
S. Surface Warfare Officer	\$ 22,815	\$ -	\$ 22,815	\$ 30,030	\$ -	\$ 30,030	\$ 34,470	\$ -	\$ 34,470
T. Critical Skill Retention Bonus	\$ 20,950	\$ 30,717	\$ 51,667	\$ 23,696	\$ 35,889	\$ 59,585	\$ 20,351	\$ 46,101	\$ 66,452
U. Conversion to Military Occupational Specialty	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
V. New Officers in Critical Skills Accession Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
W. Transfer Between Armed Forces Incentive Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
X. Combat-Related Injury Rehabilitation Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Y. Reenlistment Bonus	\$ -	\$ 325,342	\$ 325,342	\$ -	\$ 363,733	\$ 363,733	\$ -	\$ 370,578	\$ 370,578
1. Regular	\$ -	\$ 174,021	\$ 174,021	\$ -	\$ 201,293	\$ 201,293	\$ -	\$ 191,402	\$ 191,402
2. Selective	\$ -	\$ 151,321	\$ 151,321	\$ -	\$ 162,440	\$ 162,440	\$ -	\$ 179,176	\$ 179,176
Z. Special Duty Assignment Pay	\$ -	\$ 102,458	\$ 102,458	\$ -	\$ 102,964	\$ 102,964	\$ -	\$ 102,163	\$ 102,163
AA. Enlistment Bonus	\$ -	\$ 149,087	\$ 149,087	\$ -	\$ 168,405	\$ 168,405	\$ -	\$ 159,852	\$ 159,852
BB. Education Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2020			FY 2021			FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
CC. Loan Repayment Program	\$ -	\$ 1,457	\$ 1,457	\$ -	\$ 4,425	\$ 4,425	\$ -	\$ 7,105	\$ 7,105
DD. Assignment Incentive Pay	\$ -	\$ 14,907	\$ 14,907	\$ -	\$ 22,281	\$ 22,281	\$ -	\$ 47,368	\$ 47,368
EE. Other Special Pay	\$ 85	\$ -	\$ 85	\$ 286	\$ -	\$ 286	\$ 565	\$ -	\$ 565
8. Continuation Pay (CP)	\$ 1,245	\$ 3,410	\$ 4,655	\$ 2,584	\$ 4,880	\$ 7,464	\$ 3,300	\$ 7,772	\$ 11,072
9. Allowances	\$ 113,321	\$ 533,140	\$ 646,461	\$ 120,941	\$ 540,608	\$ 661,549	\$ 118,872	\$ 553,624	\$ 672,496
A. Uniform or Clothing Allowances	\$ 2,277	\$ 204,359	\$ 206,636	\$ 2,298	\$ 190,650	\$ 192,948	\$ 2,320	\$ 186,434	\$ 188,754
1. Initial Issue	\$ 1,539	\$ 82,221	\$ 83,760	\$ 1,555	\$ 75,341	\$ 76,896	\$ 1,571	\$ 69,022	\$ 70,593
a. Military	\$ 1,394	\$ 81,481	\$ 82,875	\$ 1,403	\$ 74,562	\$ 75,965	\$ 1,415	\$ 68,229	\$ 69,644
b. Civilian	\$ 145	\$ 740	\$ 885	\$ 152	\$ 779	\$ 931	\$ 156	\$ 793	\$ 949
2. Additional	\$ 738	\$ -	\$ 738	\$ 743	\$ -	\$ 743	\$ 749	\$ -	\$ 749
3. Basic Maintenance	\$ -	\$ 26,524	\$ 26,524	\$ -	\$ 24,976	\$ 24,976	\$ -	\$ 25,431	\$ 25,431
4. Standard Maintenance	\$ -	\$ 81,790	\$ 81,790	\$ -	\$ 76,896	\$ 76,896	\$ -	\$ 78,298	\$ 78,298
5. Special	\$ -	\$ 12,252	\$ 12,252	\$ -	\$ 11,815	\$ 11,815	\$ -	\$ 12,031	\$ 12,031
6. Supplementary	\$ -	\$ 1,572	\$ 1,572	\$ -	\$ 1,622	\$ 1,622	\$ -	\$ 1,652	\$ 1,652
7. Civilian Clothing Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8. Task Force Uniform	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Station Allowances Overseas	\$ 99,662	\$ 269,035	\$ 368,697	\$ 106,293	\$ 287,894	\$ 394,187	\$ 104,158	\$ 292,892	\$ 397,050
1. Cost-of-Living	\$ 86,245	\$ 243,350	\$ 329,595	\$ 91,509	\$ 256,970	\$ 348,479	\$ 89,091	\$ 261,359	\$ 350,450
2. Temporary Lodging	\$ 13,417	\$ 25,685	\$ 39,102	\$ 14,784	\$ 30,924	\$ 45,708	\$ 15,067	\$ 31,533	\$ 46,600
C. Family Separation Allowance	\$ 10,713	\$ 57,285	\$ 67,998	\$ 10,722	\$ 59,067	\$ 69,789	\$ 10,731	\$ 71,268	\$ 81,999
1. On PCS No Government Quarters	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2. On PCS Dependent Not Authorized	\$ 2,733	\$ 13,989	\$ 16,722	\$ 2,736	\$ 14,424	\$ 17,160	\$ 2,739	\$ 17,406	\$ 20,145
3. Afloat	\$ 3,036	\$ 18,987	\$ 22,023	\$ 3,039	\$ 19,578	\$ 22,617	\$ 3,039	\$ 23,622	\$ 26,661
4. On TDY	\$ 4,944	\$ 24,309	\$ 29,253	\$ 4,947	\$ 25,065	\$ 30,012	\$ 4,953	\$ 30,240	\$ 35,193
D. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	\$ 51	\$ 141	\$ 192	\$ 58	\$ 154	\$ 212	\$ 58	\$ 122	\$ 180
E. CONUS COLA	\$ 618	\$ 2,320	\$ 2,938	\$ 1,570	\$ 2,843	\$ 4,413	\$ 1,605	\$ 2,908	\$ 4,513
10. Separation Payments	\$ 37,703	\$ 94,063	\$ 131,766	\$ 45,720	\$ 102,342	\$ 148,062	\$ 45,642	\$ 106,949	\$ 152,591
A. Terminal Leave Pay	\$ 35,518	\$ 51,825	\$ 87,343	\$ 43,491	\$ 59,479	\$ 102,970	\$ 43,373	\$ 63,637	\$ 107,010
B. Severance Pay Disability	\$ 385	\$ 12,832	\$ 13,217	\$ 393	\$ 13,078	\$ 13,471	\$ 400	\$ 13,313	\$ 13,713
C. Severance Pay Nonpromotion	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Severance Pay Invol Half (5%)	\$ -	\$ 7,159	\$ 7,159	\$ -	\$ 7,303	\$ 7,303	\$ -	\$ 7,434	\$ 7,434
E. Severance Pay Invol Full (10%)	\$ 1,800	\$ 20,847	\$ 22,647	\$ 1,836	\$ 21,282	\$ 23,118	\$ 1,869	\$ 21,665	\$ 23,534
F. Severance Pay VSI	\$ -	\$ 1,400	\$ 1,400	\$ -	\$ 1,200	\$ 1,200	\$ -	\$ 900	\$ 900
G. Severance Pay VSP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
H. 15-Year Temporary Early Retirement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
I. \$30000 Lump Sum Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11. Social Security Tax Payment	\$ 353,732	\$ 785,545	\$ 1,139,277	\$ 367,763	\$ 839,342	\$ 1,207,105	\$ 375,786	\$ 862,420	\$ 1,238,206

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2020			FY 2021			FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
12. Permanent Change of Station Travel	\$ 316,372	\$ 566,687	\$ 883,059	\$ 379,885	\$ 619,939	\$ 999,824	\$ 379,078	\$ 616,551	\$ 995,629
13. Other Military Personnel Costs	\$ 37,243	\$ 79,908	\$ 117,151	\$ 42,288	\$ 98,529	\$ 140,817	\$ 42,890	\$ 73,812	\$ 116,702
A. Apprehension of Deserters	\$ -	\$ 28	\$ 28	\$ -	\$ 26	\$ 26	\$ -	\$ 41	\$ 41
B. Interest on Uniformed Services Savings Deposit	\$ 343	\$ 515	\$ 858	\$ 430	\$ 646	\$ 1,076	\$ 458	\$ 686	\$ 1,144
C. Death Gratuities	\$ 1,800	\$ 18,233	\$ 20,033	\$ 1,700	\$ 19,700	\$ 21,400	\$ 2,400	\$ 20,000	\$ 22,400
D. Unemployment Compensation	\$ -	\$ 47,109	\$ 47,109	\$ -	\$ 67,842	\$ 67,842	\$ -	\$ 48,897	\$ 48,897
E. Survivor Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
F. SGLI/T-SGLI	\$ 417	\$ 1,398	\$ 1,815	\$ 766	\$ 2,563	\$ 3,329	\$ 112	\$ 376	\$ 488
G. Education Benefits	\$ -	\$ 8,711	\$ 8,711	\$ -	\$ 5,213	\$ 5,213	\$ -	\$ 1,638	\$ 1,638
H. Adoption Expenses	\$ 66	\$ 90	\$ 156	\$ 57	\$ 78	\$ 135	\$ 78	\$ 107	\$ 185
I. Transportation Subsidy	\$ 1,111	\$ 2,592	\$ 3,703	\$ 958	\$ 2,234	\$ 3,192	\$ 872	\$ 2,034	\$ 2,906
J. Partial Dislocation Allowance	\$ 10	\$ 32	\$ 42	\$ 5	\$ 26	\$ 31	\$ 8	\$ 32	\$ 40
K. Senior ROTC (Non-Scholarship)	\$ 1,896	\$ -	\$ 1,896	\$ 2,053	\$ -	\$ 2,053	\$ 2,067	\$ -	\$ 2,067
L. Senior ROTC (Scholarship)	\$ 15,321	\$ -	\$ 15,321	\$ 20,787	\$ -	\$ 20,787	\$ 21,005	\$ -	\$ 21,005
M. Junior ROTC	\$ 16,279	\$ -	\$ 16,279	\$ 15,533	\$ -	\$ 15,533	\$ 15,891	\$ -	\$ 15,891
N. Reserve Income Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
O. Stop Loss Retroactive Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
P. Preventive Health Allowance Demonstration Project	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Q. Cancelled Accounts	\$ -	\$ 1,200	\$ 1,200	\$ -	\$ 200	\$ 200	\$ -	\$ -	\$ -
14. Cadets	\$ 90,832	\$ -	\$ 90,832	\$ 101,933	\$ -	\$ 101,933	\$ 96,001	\$ -	\$ 96,001
Military Personnel Appropriation Total	\$ 9,448,924	\$ 22,847,991	\$ 32,296,915	\$ 10,084,862	\$ 24,732,577	\$ 34,817,439	\$ 10,388,382	\$ 25,556,727	\$ 35,945,109
15. Less Reimbursables	\$ 286,455	\$ 143,966	\$ 430,421	\$ 287,808	\$ 148,399	\$ 436,207	\$ 301,741	\$ 146,489	\$ 448,230
Military Personnel Appropriation Total Direct	\$ 9,162,469	\$ 22,704,025	\$ 31,866,494	\$ 9,797,054	\$ 24,584,178	\$ 34,381,232	\$ 10,086,641	\$ 25,410,238	\$ 35,496,879

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2021 President's Budget*	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Potential Reprogrammings	FY 2021 Col FY 2021 Execution
Pay and Allowances of Officers							
Basic Pay	\$ 4,793,795	\$ 1,697	\$ 4,795,492	\$ (5,355)	\$ 4,790,137	\$ 33,117	\$ 4,823,254
Retired Pay Accrual	\$ 1,664,037	\$ 594	\$ 1,664,631	\$ 3,201	\$ 1,667,832	\$ 5,012	\$ 1,672,844
Thrift Saving Plan	\$ 76,465	\$ 0	\$ 76,465	\$ 0	\$ 76,465	\$ (156)	\$ 76,309
Continuation Pay	\$ 2,732	\$ 0	\$ 2,732	\$ 0	\$ 2,732	\$ (148)	\$ 2,584
Incentive Pay	\$ 167,772	\$ 0	\$ 167,772	\$ 0	\$ 167,772	\$ (20,525)	\$ 147,247
Special Pay	\$ 451,344	\$ 0	\$ 451,344	\$ 0	\$ 451,344	\$ 7,804	\$ 459,148
Basic Allowance for Housing	\$ 1,708,365	\$ (35,696)	\$ 1,672,669	\$ 8,712	\$ 1,681,381	\$ (17,428)	\$ 1,663,953
Basic Allowance for Subsistence	\$ 178,486	\$ 0	\$ 178,486	\$ 544	\$ 179,030	\$ 1,963	\$ 180,993
Station Allowances Overseas	\$ 98,040	\$ (6,575)	\$ 91,465	\$ 14,235	\$ 105,700	\$ 593	\$ 106,293
CONUS Cost of Living Allowances	\$ 1,103	\$ 0	\$ 1,103	\$ 0	\$ 1,103	\$ 467	\$ 1,570
Uniform Allowances	\$ 2,168	\$ 0	\$ 2,168	\$ 0	\$ 2,168	\$ 130	\$ 2,298
Family Separation Allowances	\$ 9,904	\$ 0	\$ 9,904	\$ 0	\$ 9,904	\$ 818	\$ 10,722
Aid and Attend Allow for Catastroph Injured	\$ 58	\$ 0	\$ 58	\$ 0	\$ 58	\$ 0	\$ 58
Separation Payments	\$ 39,298	\$ 0	\$ 39,298	\$ 0	\$ 39,298	\$ 6,422	\$ 45,720
Social Security Tax-Employer's	\$ 365,643	\$ 133	\$ 365,776	\$ 602	\$ 366,378	\$ 1,385	\$ 367,763
Total Obligations	\$ 9,559,210	\$ (39,847)	\$ 9,519,363	\$ 21,939	\$ 9,541,302	\$ 19,454	\$ 9,560,756
Less Reimbursements	\$ 287,324	\$ 0	\$ 287,324	\$ 484	\$ 287,808	\$ 0	\$ 287,808
Total Direct Obligations	\$ 9,271,886	\$ (39,847)	\$ 9,232,039	\$ 21,455	\$ 9,253,494	\$ 19,454	\$ 9,272,948
Pay and Allowances of Enlisted							
Basic Pay	\$ 10,844,402	\$ 3,959	\$ 10,848,361	\$ 8,877	\$ 10,857,238	\$ 114,539	\$ 10,971,777
Retired Pay Accrual	\$ 3,775,420	\$ 1,386	\$ 3,776,806	\$ 4,434	\$ 3,781,240	\$ 34,001	\$ 3,815,241
Thrift Savings Plan	\$ 129,326	\$ 0	\$ 129,326	\$ 0	\$ 129,326	\$ (205)	\$ 129,121
Continuation Pay	\$ 4,880	\$ 0	\$ 4,880	\$ 0	\$ 4,880	\$ 0	\$ 4,880
Incentive Pay	\$ 112,779	\$ 0	\$ 112,779	\$ 0	\$ 112,779	\$ (9,070)	\$ 103,709
Special Pay	\$ 447,377	\$ 0	\$ 447,377	\$ 0	\$ 447,377	\$ (30,520)	\$ 416,857
Special Duty Assignment Pay	\$ 103,917	\$ 0	\$ 103,917	\$ 0	\$ 103,917	\$ (953)	\$ 102,964
Reenlistment Bonus	\$ 379,463	\$ 0	\$ 379,463	\$ 0	\$ 379,463	\$ (15,730)	\$ 363,733
Enlistment Bonus	\$ 137,595	\$ 0	\$ 137,595	\$ 0	\$ 137,595	\$ 30,810	\$ 168,405
Navy College Fund	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Loan Repayment Program	\$ 7,032	\$ 0	\$ 7,032	\$ 0	\$ 7,032	\$ (2,607)	\$ 4,425
Basic Allowance for Housing	\$ 5,157,920	\$ (111,318)	\$ 5,046,602	\$ 22,841	\$ 5,069,443	\$ 5,151	\$ 5,074,594
Station Allowances Overseas	\$ 271,070	\$ (16,138)	\$ 254,932	\$ 34,158	\$ 289,090	\$ (1,196)	\$ 287,894
CONUS Cost of Living Allowances	\$ 4,215	\$ 0	\$ 4,215	\$ 0	\$ 4,215	\$ (1,372)	\$ 2,843
Clothing Allowances	\$ 221,464	\$ 0	\$ 221,464	\$ 0	\$ 221,464	\$ (30,814)	\$ 190,650
Family Separation Allowances	\$ 70,729	\$ 0	\$ 70,729	\$ 0	\$ 70,729	\$ (11,662)	\$ 59,067
Aid and Attend Allow for Catastroph Injured	\$ 166	\$ 0	\$ 166	\$ 0	\$ 166	\$ (12)	\$ 154
Separation Payments	\$ 86,697	\$ 0	\$ 86,697	\$ 0	\$ 86,697	\$ 15,645	\$ 102,342
Social Security Tax-Employer's Contribution	\$ 829,597	\$ 311	\$ 829,908	\$ 928	\$ 830,836	\$ 8,506	\$ 839,342

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2021 President's Budget*	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Potential Reprogrammings	FY 2021 Col FY 2021 Execution
Total Obligations	\$ 22,584,049	\$ (121,800)	\$ 22,462,249	\$ 71,238	\$ 22,533,487	\$ 104,511	\$ 22,637,998
Less Reimbursements	\$ 121,175	\$ 0	\$ 121,175	\$ 19,143	\$ 140,318	\$ 0	\$ 140,318
Total Direct Obligations	\$ 22,462,874	\$ (121,800)	\$ 22,341,074	\$ 52,095	\$ 22,393,169	\$ 104,511	\$ 22,497,680
Pay and Allowances for Midshipmen							
Academy Midshipmen	\$ 87,021	\$ 0	\$ 87,021	\$ 0	\$ 87,021	\$ 14,912	\$ 101,933
Total Obligations	\$ 87,021	\$ 0	\$ 87,021	\$ 0	\$ 87,021	\$ 14,912	\$ 101,933
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$	\$ 0
Total Direct Obligations	\$ 87,021	\$ 0	\$ 87,021	\$ 0	\$ 87,021	\$ 14,912	\$ 101,933
Subsistence of Enlisted Personnel							
Basic Allow for Subsistence	\$ 897,996	\$ 0	\$ 897,996	\$ 1,258	\$ 899,254	\$ 12,956	\$ 912,210
Subsistence-in-Kind	\$ 460,215	\$ 0	\$ 460,215	\$ (278)	\$ 459,937	\$ 3,963	\$ 463,900
FSSA	\$ 5	\$ 0	\$ 5	\$ 0	\$ 5	\$ (4)	\$ 1
Total Obligations	\$ 1,358,216	\$ 0	\$ 1,358,216	\$ 980	\$ 1,359,196	\$ 16,915	\$ 1,376,111
Less Reimbursements	\$ 7,101	\$ 0	\$ 7,101	\$ 980	\$ 8,081	\$ 0	\$ 8,081
Total Direct Obligations	\$ 1,351,115	\$ 0	\$ 1,351,115	\$ 0	\$ 1,351,115	\$ 16,915	\$ 1,368,030
Permanent Change of Station Travel							
Accession Travel	\$ 114,673	\$ 0	\$ 114,673	\$ 0	\$ 114,673	\$ 3,023	\$ 117,696
Training Travel	\$ 88,092	\$ 0	\$ 88,092	\$ 0	\$ 88,092	\$ 55,069	\$ 143,161
Operational Travel	\$ 265,521	\$ 0	\$ 265,521	\$ 0	\$ 265,521	\$ 12,342	\$ 277,863
Rotational Travel	\$ 317,778	\$ 0	\$ 317,778	\$ 0	\$ 317,778	\$ (68,666)	\$ 249,112
Separation Travel	\$ 136,128	\$ 0	\$ 136,128	\$ 0	\$ 136,128	\$ (9,069)	\$ 127,059
Travel of Organized Units	\$ 28,668	\$ 0	\$ 28,668	\$ 0	\$ 28,668	\$ 0	\$ 28,668
Non-Temporary Storage	\$ 15,647	\$ 0	\$ 15,647	\$ 0	\$ 15,647	\$ 0	\$ 15,647
IPCOT/OTEIP	\$ 5,406	\$ 0	\$ 5,406	\$ 0	\$ 5,406	\$ 596	\$ 6,002
Temporary Lodging Expense	\$ 20,926	\$ 0	\$ 20,926	\$ 0	\$ 20,926	\$ 0	\$ 20,926
DPPS	\$ 8,670	\$ 0	\$ 8,670	\$ 0	\$ 8,670	\$ 4,870	\$ 13,540
Spousal Licensure					\$ 0	\$ 150	\$ 150

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2021 President's Budget*	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Potential Reprogrammings	FY 2021 Col FY 2021 Execution
Total Obligations	\$ 1,001,509	\$ 0	\$ 1,001,509	\$ 0	\$ 1,001,509	\$ (1,685)	\$ 999,824
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Total Direct Obligations	\$ 1,001,509	\$ 0	\$ 1,001,509	\$ 0	\$ 1,001,509	\$ (1,685)	\$ 999,824
Other Personnel Costs							
Apprehension of Military Deserters	\$ 43	\$ 0	\$ 43	\$ 0	\$ 43	\$ (17)	\$ 26
Absentees & Escaped Military Prisoners	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Interest on Uniform Svcs Savings (MIA)	\$ 1,277	\$ 0	\$ 1,277	\$ 0	\$ 1,277	\$ (201)	\$ 1,076
Death Gratuities	\$ 24,800	\$ 0	\$ 24,800	\$ 0	\$ 24,800	\$ (3,400)	\$ 21,400
Unemployment Compensation	\$ 23,875	\$ 0	\$ 23,875	\$ 0	\$ 23,875	\$ 43,967	\$ 67,842
Reserve Income Replacement	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
SGLI	\$ 1,734	\$ 0	\$ 1,734	\$ 0	\$ 1,734	\$ 1,595	\$ 3,329
Education Benefits	\$ 5,221	\$ 0	\$ 5,221	\$ 0	\$ 5,221	\$ (8)	\$ 5,213
Transportation Subsidy	\$ 4,643	\$ 0	\$ 4,643	\$ 0	\$ 4,643	\$ (1,451)	\$ 3,192
Adoption Expenses	\$ 194	\$ 0	\$ 194	\$ 0	\$ 194	\$ (59)	\$ 135
Partial Dislocation Allowance	\$ 34	\$ 0	\$ 34	\$ 0	\$ 34	\$ (3)	\$ 31
TSP	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Senior ROTC	\$ 2,112	\$ 0	\$ 2,112	\$ 0	\$ 2,112	\$ (59)	\$ 2,053
Scholarship ROTC	\$ 20,784	\$ 0	\$ 20,784	\$ 0	\$ 20,784	\$ 3	\$ 20,787
JROTC	\$ 15,533	\$ 0	\$ 15,533	\$ 0	\$ 15,533	\$ 0	\$ 15,533
Preventive Health Allowance Demonstration	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Stop-Loss Retroactive Pay	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Cancelled Account Payment	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 200	\$ 200
Total Obligations	\$ 100,250	\$ 0	\$ 100,250	\$ 0	\$ 100,250	\$ 40,567	\$ 140,817
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Total Direct Obligations	\$ 100,250	\$ 0	\$ 100,250	\$ 0	\$ 100,250	\$ 40,567	\$ 140,817
Total MPN Obligations	\$ 34,690,255	\$ (161,647)	\$ 34,528,608	\$ 94,157	\$ 34,622,765	\$ 194,674	\$ 34,817,439
Less Reimbursements	\$ 415,600	\$ 0	\$ 415,600	\$ 20,607	\$ 436,207	\$ 0	\$ 436,207
Total Direct MPN Obligations	\$ 34,274,655	\$ (161,647)	\$ 34,113,008	\$ 73,550	\$ 34,186,558	\$ 194,674	\$ 34,381,232

*Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

Section 4

Detail of Military Personnel Entitlements

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
FY 2021 Direct Program (Includes OCO)	9,272,948	22,497,680	101,933	1,368,030	999,824	140,817	34,381,232
INCREASES							
Pricing Increases	279,074	715,657	1,872	45,415	16,660	3,191	1,061,869
Inflation Rate	15,467	22,764		45,359			83,590
Change in BDFA Rate				10,714			10,714
BAS Growth Rate of 2.3%	4,780			34,645			39,425
RPA Full Time Rate growth of 0.2%	10,687	22,764					33,451
Permanent Change of Station (PCS) Travel - Officer					5,390		5,390
PCS: Accession Travel					520		520
PCS: Operational Travel					1,413		1,413
PCS: Rotational Travel					1,319		1,319
PCS: Separation Travel					552		552
PCS: Training Travel					1,349		1,349
PCS: Travel of Organized Units					49		49
In-Place Consecutive Overseas Tour (IPCOT)					22		22
Temporary Lodging Expense					166		166
Permanent Change of Station (PCS) Travel - Enlisted					8,746		8,746
PCS: Accession Travel					965		965
PCS: Operational Travel					2,844		2,844
PCS: Rotational Travel					1,780		1,780
PCS: Separation Travel					1,587		1,587
PCS: Training Travel					902		902
PCS: Travel of Organized Units					319		319
In-Place Consecutive Overseas Tour (IPCOT)					61		61
Overseas Tour Extension Incentives Program (OTEIP)					37		37
Temporary Lodging Expense					251		251
BAH Rates	63,608	194,535					258,143
BAH Overseas	2,408	6,665					9,073
Domestic Housing Rate Growth of 4%	61,200	187,870					249,070
Separation Payments	1,247	2,398					3,645
Lump-Sum Terminal Leave Payments		1,649					1,649
Separation Pay - Lump sum Leave Payment (Officer)	1,207						1,207
Severance Pay - Disability - Officer	7						7
Severance Pay - Disability - (Enl)		235					235
Severance Pay Invol - Full Pay (10%)	33						33
Severance Pay		514					514
Partial Dislocation Allowance						1	1
Partial Dislocation Allowance						1	1
Unemployment Benefits						2,884	2,884
Unemployment Benefits						2,884	2,884
Station Allowances, Overseas	2,805						2,805
Station Allowances - Cost of Living	2,538						2,538
Station Allowances - Temporary Lodging	267						267
CONUS Cost of Living Allowance (COLA)	44	79					123
CONUS COLA		79					79
CONUS Cost of Living (COLA)	44						44
Reenlistment Bonus		28,459					28,459
Reenlistment Bonus		28,459					28,459

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Station Allowances, Overseas		7,683					7,683
Overseas Station Allowance (Enl)		7,126					7,126
Temporary Lodging (Enl)		557					557
Clothing Allowance		3,431					3,431
Enlisted Civilian Clothing		14					14
Supplementary Clothing (enl)		29					29
Initial Military		1,342					1,342
Replacement Allowances (Basic)		450					450
Replacement Allowances (Std)		1,383					1,383
Replacement Allowances (Special)		213					213
Incentive Pay for Hazardous Duty	5,723	6,121					11,844
Submarine Pay for Officers	3,411						3,411
Parachute Jumping (Officer)	135						135
Submarine Pay		6,121					6,121
ACCP Anniversary Payments	2,173						2,173
Naval Special Warfare Skill Incentive Pay (SKIP)	4						4
Special Pay	9,984	22,367					32,351
Career Sea Pay	545						545
Foreign Language Proficiency Pay	99						99
Judge Advocate Continuation Pay	45						45
Career Sea Pay (Enlisted)		4,743					4,743
Diving Duty Pay (Enl)		6,571					6,571
Foreign Language Proficiency Pay (Enl)		718					718
Special Warfare SOCOM CSRB		7,903					7,903
Medical Pay	807						807
Submarine Support Incentive Pay	5						5
Nuclear Officer Incentive Pay	8,183						8,183
Enlisted Supervisor Retention Pay CSRB		1,202					1,202
Assignment Incentive Pay (Enl)		1,170					1,170
Nurse Pay	197						197
Non Physicians Pay	103						103
EOD CSRB		60					60
Enlistment Bonus		3					3
Enlistment Bonus		3					3
Senior ROTC (Scholarship Program)						194	194
Pay & Allowances						94	94
Subsistence of Reserve Officer Candidates						2	2
Stipend						3	3
Uniform						82	82
Uniforms						13	13
Senior ROTC (Non-Scholarship Program)						28	28
Pay & Allowances						5	5
Uniform						15	15
Uniforms						8	8
Junior ROTC						84	84
Uniforms						84	84
Uniform Allowance	2						2
Civilian	2						2
Cadets/Midshipmen					10		10
PCS: Accession Travel					9		9

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
PCS: Separation Travel					1		1
Increases due to Reimbursables		1,912		56			1,968
Basic Pay		1,360					1,360
Basic Allowance for Subsistence				56			56
Retired Pay Accrual		235					235
Basic Allowance for Housing (Domestic)		213					213
SS Tax-Employer Contribution		104					104
Annualization of FY 2021 Pay Raise 3% (Effective 1 January 2021)	47,658	112,643	495		679		161,475
Basic Pay	33,436	79,036	460				112,932
RPA	11,664	27,561					39,225
FICA	2,558	6,046	35				8,639
Dislocation Allowance					679		679
Increase due to Pay Raise of 2.7% (Effective 1 January 2022)	132,536	313,262	1,377		1,835		449,010
Basic Pay	92,985	219,800	1,280				314,065
RPA	32,438	76,647					109,085
FICA	7,113	16,815	97				24,025
Dislocation Allowance					1,835		1,835
Program Increases	95,958	356,875	0	118	37,559	1,808	492,318
Permanent Change of Station (PCS) Travel - Officer					16,102		16,102
PCS: Separation Travel					14,978		14,978
PCS: Travel of Organized Units					340		340
Nontemporary Storage					784		784
Permanent Change of Station (PCS) Travel - Enlisted					21,408		21,408
PCS: Separation Travel					20,496		20,496
PCS: Travel of Organized Units					773		773
Nontemporary Storage					139		139
Separation Payments		2,509					2,509
Lump Sum Terminal Leave Payments		2,509					2,509
Loan Repayment Program		2,693					2,693
Navy College Loan Repayment (Enl)		2,693					2,693
Partial Dislocation Allowance						8	8
Partial Dislocation Allowance						8	8
Pay grade Mix		244,290					244,290
BAH Domestic		123,507					123,507
BAH Overseas		1,575					1,575
Basic Pay		83,508					83,508
RPA		29,312					29,312
FICA		6,388					6,388
Work Years				114			114
Change in SIK Operational Rations				114			114
Strength Related	55,903						55,903
BAH Domestic	47,937						47,937
BAH Overseas	141						141
Increase in RPA Full Time Work Years	7,825						7,825
Station Allowances, Overseas	16						16
Station Allowances - Temporary Lodging	16						16
Renlistment Bonus		11,031					11,031
Renlistment Bonus		11,031					11,031
Station Allowance, Overseas		52					52
Temporary Lodging (Enl)		52					52

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Clothing Allowance		28					28
Supplementary Clothing (Enl)		1					1
Replacement Allowances (Basic)		5					5
Replacement Allowances (Std)		19					19
Replacement Allowances (Special)		3					3
Incentive Pay for Hazardous Duty	7,020	7,247					14,267
Demolition Duty (Officer)	48						48
Flight Deck Duty	3						3
Submarine Pay		2,428					2,428
Parachute Jumping (Enl)		376					376
Toxic Material Pay (Enl)		4					4
Demolition Duty (Enl)		250					250
Flight Deck Duty (Enl)		2,353					2,353
ACCP Initial Payments	3,619						3,619
ACIP - Commissioned Officers	3,267						3,267
Flying Duty - Career		1,453					1,453
Naval Special Warfare Skill Incentive Pay (SkIP)	37	330					367
Flying Duty Crew Members	45						45
Flying Duty - Non Career		51					51
Non-Crew (HDIP)		2					2
Flying Duty Non-Crew Members	1						1
Special Pay	14,814	29,945					44,759
Responsibility Pay	4						4
Diving Duty Pay (Enl)	75						75
Career Sea Pay	137						137
Premium Sea Pay	14						14
Imminent Danger Pay	8						8
Medical Pay	7,069						7,069
Submarine Support Incentive Pay	274						274
NSW Officer CSRB	312						312
EOD CSRB - Anniversary Payments	148						148
Hardship Duty Pay							0
SWO CSRB (Post DH)	682						682
Enlisted Supervisor Retention Pay CSRB		5,188					5,188
Assignment Incentive Pay (Enl)		23,917					23,917
Nurse Pay	873						873
Non Physicians Pay	778						778
EOD CSRB		840					840
SWO Department Head Retention Bonus	4,440						4,440
FSA-R (On PCS With Dependents Not Authorized)	3	2,982					2,985
FSA-S (Onboard > 30 days)		4,044					4,044
FSA-T (TDY > 30 days)		5,175					5,175
FSA-T (TDY > 30 days)	6	0					6
Special Duty Assignment Pay and Proficiency Pay		1,410					1,410
Recruiter		1,410					1,410
Enlistment Bonus		13,161					13,161
Enlistment Bonus		13,161					13,161
Apprehension of Military Deserters, Absentees And Escaped Military Prisoners						15	15
Apprehension						15	15
Interest On Uniformed Services Savings Deposit						68	68

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Interest On Uniformed Services Savings Deposit						68	68
Death Gratuities						1,000	1,000
Death Gratuities						1,000	1,000
Adoption Expenses						50	50
Adoption Expenses						50	50
Senior ROTC (Scholarship Program)						390	390
Subsistence of Reserve Officer Candidates						28	28
Stipend						293	293
Uniform						69	69
Senior ROTC (Non-Scholarship Program)						3	3
Uniform						1	1
Uniforms						2	2
Junior ROTC						274	274
Uniforms						274	274
Uniform Allowance	20						20
Additional	6						6
Civilian	2						2
Initial	12						12
Cadets/Midshipmen					49		49
PCS: Separation Travel					49		49
Thrift Savings Plan	17,460	29,416					46,876
Thrift Savings Plan-Officers	17,460						17,460
Thrift Savings Plan-Enlisted		29,416					29,416
Continuation Pay	716	2,892					3,608
Continuation Pay	716	2,892					3,608
Family Subsistence Supplemental Allowance				4			4
Change in FSSA				4			4
INCREASES Total	375,032	1,072,532	1,872	45,533	54,219	4,999	1,554,187
DECREASES							
Pricing Decreases	(14,226)	(3,541)	(3,373)	(58)	0	(4)	(21,202)
Inflation Rate			-3,373				-3,373
Basic Allowance for Subsistence			-3,373				-3,373
Loan Repayment Program		-13					-13
Navy College Loan Repayment (Enl)		-13					-13
Mass Transportation						-4	-4
National Capital Region						-4	-4
Strength Related	-189						-189
RPA	-189						-189
Incentive Pay for Hazardous Duty	-14	-2					-16
Parachute Jumping (Enl)		-1					-1
ACCP Initial Payments	-14						-14
Naval Special Warfare Skill Incentive Pay (SKIP)		-1					-1
Special Pay	-90						-90
NSW Officer CSRB	-3						-3
Dental Pay	-87						-87
Enlistment Bonus		-3,526					-3,526
Enlistment Bonus		-3,526					-3,526
Decreases due to Reimbursables	-13,933			-58			-13,991
Basic Pay	-7,458						-7,458

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Basic Allowance for Subsistence	-267						-267
Retired Pay Accrual	-2,302						-2,302
Basic Allowance for Housing (Domestic)	-3,335						-3,335
SS Tax-Employer Contribution	-571						-571
Subsistence-in-kind				-58			-58
Program Decreases	(65,271)	(200,257)	(4,431)	(50,981)	(58,414)	(29,110)	(408,464)
Permanent Change of Station (PCS) Travel - Officer					-23,493		-23,493
PCS: Accession Travel					-9,059		-9,059
PCS: Operational Travel					-2,612		-2,612
PCS: Rotational Travel					-8,282		-8,282
PCS: Training Travel					-3,250		-3,250
In_Place Consecutive Overseas Tour (IPCOT)					-49		-49
Temporary Lodging Expense					-166		-166
Spousal Licensure					-75		-75
Permanent Change of Station (PCS) Travel - Enlisted					-34,921		-34,921
PCS: Accession Travel					-13,851		-13,851
PCS: Operational Travel					-4,283		-4,283
PCS: Rotational Travel					-9,822		-9,822
PCS: Training Travel					-1,428		-1,428
Temporary Lodging Expense					-251		-251
Nontemporary Storage					-784		-784
Defense Personal Property System (DPPS)					-4,427		-4,427
Spousal Licensure					-75		-75
Separation Payments	-1,325	-300					-1,625
Separation Pay - Lump sum Leave Payment (Officer)	-1,325						-1,325
Voluntary Separation (Enl)		-300					-300
Mass Transportation						-282	-282
National Capital Region						-139	-139
Outside National Capital Region						-143	-143
Pay grade Mix	-41,602						-41,602
BAH Overseas	-2,561						-2,561
BAS	-784						-784
Basic Pay	-2,650						-2,650
RPA	-930						-930
FICA	-204						-204
Decrease in Basic Pay Work Years	-20,878						-20,878
Decrease in RPA Full Time Work Years	-11,985						-11,985
Decrease in FICA Work Years	-1,610						-1,610
Work Years				-44,800			-44,800
Change in SIK Work Years				-23,609			-23,609
Change in SIK Other Messing				-9,524			-9,524
Change in BAS Collections				-10,943			-10,943
Change in SIK Cash Collections				-724			-724
Strength Related		-123,630	-3,921	-6,181			-133,732
BAH Domestic		-542					-542
BAH Overseas		-3,931					-3,931
BAS			-1,137				-1,137
Change in BAS Work Years				-6,181			-6,181
Decrease in Basic Pay Work Years		-78,607	-2,580				-81,187
Decrease in RPA Full Time Work Years		-34,537					-34,537

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Decrease in FICA Work Years		-6,013	-204				-6,217
Unemployment Benefits						-21,829	-21,829
Unemployment Compensation						-21,829	-21,829
Station Allowances, Overseas	-4,956						-4,956
Station Allowances, Cost of Living	-4,956						-4,956
CONUS Cost Of Living Allowances (COLA)	-9	-14					-23
CONUS COLA		-14					-14
CONUS Cost Of Living (COLA)	-9						-9
Reenlistment Bonus		-32,645					-32,645
Reenlistment Bonus		-32,645					-32,645
Station Allowance, Overseas		-2,737					-2,737
Overseas Station Allowance (Enl)		-2,737					-2,737
Clothing Allowance		-7,675					-7,675
Initial Military		-7,675					-7,675
Incentive Pay for Hazardous Duty	-1,714	-11					-1,725
Submarine Pay for Officers	-779						-779
ACCP Anniversary Payments	-928						-928
Visit Board, Search and Seizure	-7						-7
Duty Inside HiLo Chamber (Enl)		-11					-11
Special Pay	-15,665	-12,811					-28,476
Foreign Language Proficiency Pay	-543						-543
Judge Advocate Continuation Pay	-150						-150
Career Sea Pay (Enlisted)		-577					-577
Premium Sea Pay (Enlisted)		-77					-77
HDP Mission (Enl)		-7					-7
Diving Duty Pay		-6,447					-6,447
Overseas Station Allowance (Enl)		-4					-4
Imminent Danger Pay (Enl)		-8					-8
Foreign Language Proficiency Pay (Enl)		-569					-569
Special Warfare SOCOM CSRB		-4,981					-4,981
SWO CSRB (Junior)	-4,350						-4,350
SPECWAR Officer Continuation Pay	-41						-41
Dental Pay	-2,487						-2,487
Nuclear Officer Continuation Pay	-7,785						-7,785
HDP Location (Enl)	-175	-18					-193
EOD CSRB - Initial Payments	-134						-134
HDP Tempo (Enl)		-18					-18
Nuclear Accession Bonus (Enl)		-105					-105
Special Duty Assignment Pay and Proficiency Pay		-2,211					-2,211
SDAP		-2,106					-2,106
Recruiter		-105					-105
Enlistment Bonus		-18,191					-18,191
Enlistment Bonus		-18,191					-18,191
Education Benefits (Amortization Payments)						-3,575	-3,575
Involuntary Separations						-1	-1
Unfunded liability						-3,574	-3,574
Senior ROTC (Scholarship Program)						-366	-366
Pay & Allowances						-365	-365
Uniforms						-1	-1
Senior ROTC (Non-Scholarship Program)						-17	-17

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Pay & Allowances						-17	-17
Special Compensation for Assistance with Activities of Daily Living		-32					-32
Special Monthly Compensation		-32					-32
Cancelled Account Payment						-200	-200
Cancelled Accounts						-200	-200
Nuclear Accession Bonus			-510				-510
Nuclear Accession Bonus			-510				-510
Service Group Life Insurance (SGLI)						-2,841	-2,841
SGLI Premium						-2,841	-2,841
DECREASE Total	-79,497	-203,798	-7,804	-51,039	-58,414	-29,114	-429,666
FY22 Direct Program	9,568,672	23,357,351	96,001	1,362,524	995,629	116,702	35,496,879

Budget Activity 1

Pay and Allowances of Officers

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Total FY 2021 Direct Program			Amount 9,272,948
Increases			
Pricing Increases			
Strength Related			259,269
Annualization of FY 2021 Pay Raise 3% (Effective 1 January 2021)		47,658	
Basic Pay	33,436		
RPA	11,664		
FICA	2,558		
Increase due to Pay Raise of 2.7% (Effective 1 January 2022)		132,536	
Basic Pay	92,985		
RPA	32,438		
FICA	7,113		
Inflation Rate		15,467	
RPA Full Time Rate growth of 0.2%	10,687		
BAS Growth Rate of 2.3%	4,780		
BAH Rates		63,608	
Domestic Housing Rate Growth of 4%	61,200		
BAH Overseas	2,408		
Other Pricing Increases			19,805
Incentive Pay For Hazardous Duty-Officer		5,723	
ACCP Anniversary Payments	2,173		
Submarine Pay for Officers	3,411		
Parachute Jumping (Officer)	135		
Naval Special Warfare Skill Incentive Pay (SKIP)	4		
Special Pay-Officer		9,984	
Medical Pay	807		
Nurse Pay	197		
Non Physicians Pay	103		
Nuclear Officer Incentive Pay	8,183		
Career Sea Pay	545		
Foreign Language Proficiency Pay	99		
Judge Advocate Continuation Pay	45		
Submarine Support Incentive Pay	5		

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Station Allowances, Overseas-Officer			2,805
	Station Allowances - Cost Of Living	2,538	
	Station Allowances - Temporary Lodging	267	
CONUS Cost Of Living Allowance (COLA)-Officer			44
	CONUS Cost Of Living (COLA)	44	
Uniform Allowance-Officer			2
	Civilian	2	
Separation Payments-Officer			1,247
	Separation Pay - Lump sum Leave Payment(Officer)	1,207	
	Severance Pay, Disability - Officer	7	
	Severance Pay Invol - Full Pay (10%)	33	
Increases due to Reimbursables			0
	Total Pricing Increases		279,074
Program Increases			
Strength Related			55,903
			55,903
	Increase in RPA Full Time Work Years	7,825	
	BAH Domestic	47,937	
	BAH Overseas	141	
Other Program Increases			40,055
Thrift Savings Plan - Officer			17,460
	Thrift Savings Plan - Officers	17,460	
Incentive Pay For Hazardous Duty-Officer			7,020
	ACIP - Commissioned Officers	3,267	
	ACCP Initial Payments	3,619	
	Flying Duty Crew Members	45	
	Flying Duty Non-Crew Members	1	
	Demolition Duty (Officer)	48	
	Naval Special Warfare Skill Incentive Pay (SKIP)	37	
	Flight Deck Duty	3	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Special Pay-Officer			14,814	
	Medical Pay	7,069		
	Nurse Pay	873		
	Non Physicians Pay	778		
	Responsibility Pay	4		
	Diving Duty Pay	75		
	Career Sea Pay	137		
	Premium Sea Pay	14		
	Imminent Danger Pay	8		
	Submarine Support Incentive Pay	274		
	SWO CSRB (Post DH)	682		
	SWO Department Head Retention Bonus	4,440		
	EOD CSRB - Anniversary Payments	148		
	NSW Officer CSRB	312		
Continuation Pay			716	
	Continuation Pay	716		
Station Allowances, Overseas-Officer			16	
	Station Allowances - Temporary Lodging	16		
Uniform Allowance-Officer			20	
	Initial	2		
	Initial	10		
	Additional	6		
	Civilian	2		
Family Separation Allowance-Officer			9	
	FSA - R (On PCS With Dependents Not Authorized)	3		
	FSA - T (TDY> 30 days)	6		
	Total Program Increases		95,958	
Total Increases				375,032
Decreases				
Pricing Decreases				
Strength Related				-189
RPA		-189		
Inflation Rate			0	
Other Pricing Decreases				-104
Incentive Pay For Hazardous Duty-Officer			-14	
	ACCP Initial Payments	-14		
Special Pay-Officer			-90	
	Dental Pay	-87		
	NSW Officer CSRB	-3		
Decreases due to Reimbursables			-13,933	-13,933
	Basic Pay	-7,458		
	Retired Pay Accrual	-2,302		
	Basic Allowance for Housing (Domestic)	-3,335		
	Basic Allowance for Subsistence			

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

	SS Tax-Employer Contribution	-571		
	Total Pricing Decreases			-14,226
Program Decreases				
Strength Related				-41,602
Pay grade Mix			-3,784	
	Basic Pay	-2,650		
	RPA	-930		
	FICA	-204		
			-37,818	
	Decrease in Basic Pay Work Years	-20,878		
	Decrease in RPA Full Time Work Years	-11,985		
	Decrease in FICA Work Years	-1,610		
	BAS	-784		
	BAH Domestic	0		
	BAH Overseas	-2,561		
Other Program Decreases				-23,669
Incentive Pay For Hazardous Duty-Officer			-1,714	
	ACCP Anniversary Payments	-928		
	Submarine Pay for Officers	-779		
	Visit, Board, Search and Seizure	-7		
Special Pay-Officer			-15,665	
	Dental Pay	-2,487		
	Nuclear Officer Incentive Pay	-7,785		
	Foreign Language Proficiency Pay	-543		
	Judge Advocate Continuation Pay	-150		
	Hardship Duty Pay	-175		
	SWO CSRB (Junior)	-4,350		
	SPECWAR Officer Continuation Pay	-41		
	EOD CSRB - Initial Payments	-134		
Station Allowances, Overseas-Officer			-4,956	
	Station Allowances - Cost Of Living	-4,956		
CONUS Cost Of Living Allowance (COLA)-Officer			-9	
	CONUS Cost Of Living (COLA)	-9		
Separation Payments-Officer			-1,325	
	Separation Pay - Lump sum Leave Payment(Officer)	-1,325		
	Total Program Decreases			-65,271
Total Decreases				-79,497
Total FY 2022 Direct Program				9,568,672

(In Thousands Of Dollars)

Project: Basic Pay - Officer	FY 2022 Estimate	\$ 4,927,327
	FY 2021 Estimate	\$ 4,823,254
	FY 2020 Actual	\$ 4,650,451

Part I - Purpose And Scope

Funds requested to provide basic compensation for officers on active duty according to rank and length of service under provisions of Title 37 U.S.C. 201, 203, 204, 205, 1009. The estimate excludes those officers on active duty at the seat of government and at headquarters responsible for reserve affairs (Title 10 U.S.C. 12301) and those officers of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (Title 10 U.S.C. 12301).

Career Intermission Program - PL 110-417 Sec 533 authorizes the armed forces in the Department of Defense (DoD) to establish a program under which officer and enlisted members may be temporarily released from active duty with a corresponding appointment/enlistment in the Inactive Ready Reserves (IRR) for

Part II - Justification Of Funds Requested

FY 2020 is based on end strength of 55,659 and 56,781 workyears. FY 2021 is based on end strength of 56,095 and 57,174 workyears. FY 2022 is based on end strength of 56,015 and 56,863 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2020 includes a 3.1% across the board pay raise effective 1 January 2020. FY 2021 includes a 3.0% across the board pay raise effective 1 January 2021. FY 2022 includes a 2.7% across the board pay raise effective 1 January 2022.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Officer									
O-10 Admiral	8	196,050.00	1,568	8	198,800.00	1,590	8	200,800.00	1,606
O-9 Vice Admiral	37	196,050.00	7,254	37	198,800.00	7,356	37	200,800.00	7,430
O-8 Rear Admiral (UH)	60	185,829.04	11,150	60	191,450.37	11,487	60	196,759.96	11,806
O-7 Rear Admiral (LH)	113	170,264.04	19,240	122	175,414.53	21,401	135	180,279.39	24,338
O-6 Captain	3,277	140,260.96	459,635	3,326	144,503.85	480,620	3,307	148,511.45	491,127
O-5 Commander	7,001	112,519.15	787,747	6,971	115,922.85	808,098	6,860	119,137.80	817,285
O-4 Lieutenant Commander	10,994	94,841.12	1,042,683	11,042	97,710.06	1,078,914	11,028	100,419.90	1,107,431
O-3 Lieutenant	19,223	75,601.20	1,453,282	19,330	77,888.14	1,505,578	18,983	80,048.25	1,519,556
O-2 Lieutenant (JG)	7,164	56,981.49	408,215	7,276	58,705.18	427,139	7,474	60,333.28	450,931
O-1 Ensign	7,038	43,374.78	305,272	7,049	44,686.87	314,998	6,951	45,926.19	319,233
W-5 Warrant Officer 5	84	114,989.31	9,659	84	118,467.74	9,951	78	121,753.26	9,497
W-4 Warrant Officer 4	404	98,429.74	39,766	417	101,407.24	42,287	426	104,219.62	44,398
W-3 Warrant Officer 3	759	82,536.88	62,645	792	85,033.62	67,347	863	87,391.90	75,419
W-2 Warrant Officer 2	612	68,467.44	41,902	650	70,538.58	45,850	643	72,494.86	46,614
W-1 Warrant Officer 1	7	61,908.61	433	10	63,781.35	638	10	65,550.23	656
Total Basic Pay - Officer	56,781		4,650,451	57,174		4,823,254	56,863		4,927,327

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer

FY 2022 Estimate	\$ 1,722,160
FY 2021 Estimate	\$ 1,672,844
FY 2020 Actual	\$ 1,431,795

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Additionally, funds are budgeted to support military retirement reform which changes the current retirement system from 40% of the average of high 3 years of monthly base pay to 50% of average of high 3 with COLA adjustments using modified Consumer Price Index.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

- (a) Beginning in FY 2008, Title V, section 581 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY 2020 is 31.0% and
- (b) the total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

Cost computations are as follows:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	55,341	25,258.39	\$ 1,397,825	55,866	29,313.64	\$ 1,637,636	56,124	30,327.75	\$ 1,702,115
Reserve Component									
Retired Pay Accrual - Part Time	1,440	23,590.43	\$ 33,970	1,308	26,917.73	\$ 35,208	739	27,124.64	\$ 20,045
Total Retired Pay Accrual -Officer	56,781		\$ 1,431,795	57,174		\$ 1,672,844	56,863		\$ 1,722,160

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - Matching Contributions

FY 2022 Estimate	\$93,769
FY 2021 Estimate	\$76,309
FY 2020 Actual	\$50,869

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>Number</u>	<u>FY 2020</u> <u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>FY 2021</u> <u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>FY 2022</u> <u>Rate</u>	<u>Amount</u>
<u>TSP Matching contributions</u>									
Thrift Savings Plan - Officer	0		\$50,869	0		\$76,309	0		\$93,769
Total TSP Matching Contributions	0		\$50,869	0		\$76,309	0		\$93,769

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty-Officer

FY 2022 Estimate	\$	158,262
FY 2021 Estimate	\$	147,247
FY 2020 Actual	\$	149,424

Part I - Purpose And Scope

Funds requested provide payment to officers for the following types of duty:

- (1) Aviation Incentive Pay (AvIP) (37 U.S.C. 334a) - Financial incentive for members to serve as military aviators throughout a military career. Payment ranges from \$125 to \$1000 per month, determined by years of aviation service.
- (2 and 3) Aviation Bonus (AvB) (37 U.S.C. 334b) -Financial incentive to retain qualified, experienced aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified period of additional service. First authorized by FY 1990 NDAA. Last changed by FY 2000 NDAA to give the Services the discretion to pay AvB to aviators in other than critically short aviation subspecialties; in amounts up to \$35,000 for each year of service agreement, regardless of the length of the contract; through 25 years of aviation service; and to aviators in grade 0-6.
- (4) Flying Duty Crew Members (37 U.S.C. 351(a) (2)) -For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$150 to \$250 per month, determined by grade.
- (5) Flying Duty Non-Crew Members (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. Payment is a flat \$150 per month.
- (6) Submarine duty (37 U.S.C. 352) -Duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2018 NDAA delegated authority in the Secretary of the Navy to set submarine pay rates within a cap of \$5,000 per month.
- (7) Parachute jumping (37 U.S.C. 351(a) (2)) -Duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.
- (8) Duty inside a high or low pressure chamber (37 U.S.C. 351(a)(2)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (9) Demolition Duty (37 U.S.C. 351(a)(2)) - Duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (10) Naval Special Warfare Skill Incentive Pay (SkIP). The Navy transitioned NSW Officers, special Warfare Operators and Special Warfare Boats Operators from Hazardous Duty Incentive Pay (HDIP) for parachute, dive and demolition
- (11) Flight Deck Duty (37 U.S.C. 351(a)(2)) - Duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (12) Toxic Material Pay (37 U.S.C. 351(a)(2)) - Duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (13) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 351(a)(2)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed using the average number of officers eligible for each type of payment. Average rates for flying duty for crew members are based on statutory rates categorized by years of aviation/commissioned service. Aviation career continuation pay (ACCP) long term contracts are computed at no greater than \$25,000 per year for pilots and \$15,000 per year for naval flight officers (NFOs) if the officer agrees to remain on active duty for 5 years, with a 50% up front lump sum payment option. The lump sum of \$67,000 for pilots and \$37,500 for NFOs is the basis for all long term ACCP payments. All short term (3 years or less) payment projections are based on \$15,000 for both pilots and NFOs with no lump sum option. Average rates for submarine duty are based on statutory rates by pay grade within each longevity step. All other hazardous duty is computed at the statutory rate of \$1,320/\$1,800 per annum for each workyear, except for those officers who receive \$1,980/\$2,700 per year for performing high altitude/low opening parachute jumps.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) AvIP - Commissioned Officers									
Regular (2) years	1,943	1,500.00	2,915	2,020	1,500.00	3,030	1,983	1,500.00	2,975
Regular (2-3) years	871	1,872.00	1,631	907	1,872.00	1,698	956	1,872.00	1,790
Regular (3-4) years	812	2,256.00	1,832	846	2,256.00	1,909	921	2,256.00	2,078
Regular (4-6) years	1,604	2,472.00	3,965	1,671	2,472.00	4,131	1,674	2,472.00	4,138
Regular (6-14) years	3,070	7,800.00	23,946	3,198	7,800.00	24,944	3,233	7,800.00	25,217
Regular (14-22) years	1,035	10,080.00	10,433	1,078	10,080.00	10,866	1,092	10,080.00	11,007
Regular (> 22) years	2,067	12,000.00	24,804	2,153	12,000.00	25,836	2,243	12,000.00	26,916
Regular (> 23) years	205	8,400.00	1,722	169	8,400.00	1,420	243	8,400.00	2,041
Regular (> 24) years	195	5,940.00	1,158	77	5,940.00	457	233	5,940.00	1,384
Regular (> 25) years	9	3,000.00	27	9	3,000.00	27	13	3,000.00	39
Total - (1)	11,811		72,433	12,128		74,318	12,591		77,585
(2) AvB Initial Payments									
Pilots	271	28,922.51	7,838	244	28,331.97	6,913	326	28,346.10	9,241
Flight Officers	40	25,800.00	1,032	49	18,571.43	910	120	18,224.80	2,187
Total - (2)	311		8,870	293		7,823	446		11,428
(3) AvB Anniversary Payments									
Pilots	977	23,813.72	23,266	831	24,690.73	20,518	890	27,178.48	24,189
Flight Officers	417	20,841.73	8,691	402	19,067.16	7,665	271	19,331.83	5,239
Total - (3)	1,394		31,957	1,233		28,183	1,161		29,428
Total (2)-(3)	1,705		40,827	1,526		36,006	1,607		40,856
(4) Flying Duty Crew Members	31	3,000.00	93	33	3,000.00	99	48	3,000.00	144
(5) Flying Duty Non-Crew Members	7	1,800.00	13	7	1,800.00	13	8	1,800.00	14
(6) Submarine Pay for Officers									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
O-6 Captain	148	10,020.00	1,483	149	10,020.00	1,493	143	11,400.00	1,630
O-5 Commander	286	10,020.00	2,866	290	10,020.00	2,906	288	11,400.00	3,283
O-4 Lieutenant Commander	610	9,480.00	5,783	619	9,480.00	5,868	595	10,560.00	6,283
O-3 Lieutenant	1,249	8,460.00	10,567	1,265	8,460.00	10,702	1,239	9,660.00	11,969
O-2 Lieutenant (JG)	894	3,660.00	3,272	905	3,660.00	3,312	903	4,020.00	3,630
O-1 Ensign	865	2,760.00	2,387	877	2,760.00	2,421	798	3,060.00	2,442
W-5 Warrant Officer 5	1	5,100.00	5	2	5,100.00	10	3	5,700.00	17
W-4 Warrant Officer 4	15	5,100.00	77	15	5,100.00	77	12	5,700.00	68
W-3 Warrant Officer 3	19	5,100.00	97	19	5,100.00	97	24	5,700.00	137
W-2 Warrant Officer 2	13	5,100.00	66	13	5,100.00	66	22	5,700.00	125
W-1 Warrant Officer 1			0			0			0
Total Submarine Pay for Officers	4,100		26,603	4,154		26,952	4,027		29,584
(7) Parachute Jumping (Officer)									
Parachute Jumping	522	2,393.04	1,249	515	2,279.61	1,174	515	2,542.00	1,309
Total - (7)	522		1,249	515		1,174	515		1,309
(8) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	8	1,800.00	14	8	1,800.00	14	8	1,800.00	14
Total - (8)	8		14	8		14	8		14
(9) Demolition Duty (Officer)									
Demolition Duty	671	1,800.00	1,208	671	1,800.00	1,208	698	1,800.00	1,256
Total - (9)	671		1,208	671		1,208	698		1,256
(10)Naval Special Warfare Skill Incentive Pay (SkIP)	867	7,281.43	6,313	920	7,376.09	6,786	925	7,380.00	6,827
(11)Flight Deck Duty	369	1,800.00	664	372	1,800.00	670	374	1,800.00	673
(12)Toxic Material Pay	0		0	0		0	0		0
(13) Visit, Board, Search and Seizure									
Visit	4	1,800.00	7	4	1,800.00	7	0		0
Total - (13)	4		7	4		7	0		0
Total Incentive Pay For Hazardous Duty-Officer	20,095		149,424	20,338		147,247	20,801		158,262

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Aviation Career Continuation Pay (ACCP)
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	1,394	\$ 31,957	792	\$ 18,114	401	\$ 9,118	128	\$ 3,530	5	\$ 285	1	\$ 35		
FY 2020 Initial Anniversary	311	\$ 8,870	441	\$ 10,069	330	\$ 9,259	176	\$ 4,712	176	\$ 4,712				
FY 2021 Initial Anniversary			292	\$ 7,823	430	\$ 11,051	430	\$ 11,051	231	\$ 5,593	231	\$ 5,593		
FY 2022 Initial Anniversary					446	\$ 11,428	446	\$ 11,328	446	\$ 11,328	244	\$ 5,847	244	\$ 5,847
FY 2023 Initial Anniversary							451	\$ 11,599	451	\$ 11,497	451	\$ 11,497	244	\$ 5,927
FY 2024 Initial Anniversary									461	\$ 11,888	461	\$ 11,786	461	\$ 11,786
FY 2025 Initial Anniversary											461	\$ 11,888	461	\$ 11,786
FY 2026 Initial Anniversary													461	\$ 11,888
Initial Payments	311	8,870	292	7,823	446	11,428	451	11,599	461	11,888	461	11,888	461	11,888
Anniversary Payments	1,394	31,957	1,233	28,183	1,161	29,428	1,180	30,621	1,309	33,415	1,388	34,758	1,410	35,346
Total	1,705	40,827	1,525	36,006	1,607	40,856	1,631	42,220	1,770	45,303	1,849	46,646	1,871	47,234

(In Thousands Of Dollars)

Program Aviation Bonus - Business Case Analysis

FY 2022 Estimate	\$	40,856
FY 2021 Estimate	\$	36,006
FY 2020 Actual	\$	40,827

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

Part II - Justification of Funds Requested

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the “Service” is also providing the following non-monetary incentives to maximize combat readiness now and in the future: choice of follow-on orders, a Master’s degree, etc.

Business Case Analysis (BCA)

The Active Component (AC) Aviation Bonus (AvB) consists of the AC Aviation Department Head Retention Bonus (ADHRB) and the AC Aviation Command Retention Bonus (ACRB). Aforementioned NDAA increased the maximum rate for the AvB.

The AC ACRB program has been restructured from \$18k/yr for 2 years to \$20k/yr for 5 years and obligates Commanding Officers to complete at least one Post-Commander Command (PCC) assignment.

Aircraft Personnel Manning Levels (ADHRB)

	FY 2020	FY 2021	FY 2022
Jet	70%	105%	101%
Prop	144%	160%	104%
Helo	98%	108%	121%

Aircraft Personnel Manning Levels (ACRB)

	FY 2020	FY 2021	FY 2022
Jet	75%	75%	86%
Prop	75%	77%	60%
Helo	78%	78%	82%

(In Thousands Of Dollars)

Program: Aviation Bonus – Business Case Analysis

FY 2022 Estimate	\$	40,856
FY 2021 Estimate	\$	36,006
FY 2020 Actual	\$	40,827

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

Part II - Justification of Funds Requested

The aviation bonus program authorized in title 37 §334(b) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the “Service” is also providing the following non-monetary incentives to maximize combat readiness now and in the future: choice of follow-on orders, a Master’s degree, etc.

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
ADHRB Aircraft Type category:									
Helo	374	16,663.10	\$ 6,232	374	17,906.42	\$ 6,697	358	18,899.44	\$ 6,766
Jet	432	19,513.89	\$ 8,430	499	20,537.07	\$ 10,248	568	23,100.35	\$ 13,121
Prop	331	24,891.24	\$ 8,239	360	26,680.56	\$ 9,605	373	28,699.73	\$ 10,705
ADHRB Total	1,137		\$ 22,901	1,233		\$ 26,550	1,299		\$ 30,592
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
ACRB Command Type category:									
Helo	181	31,607.73	\$ 5,721	81	33,185.19	\$ 2,688	79	33,303.80	\$ 2,631
Jet	207	31,323.67	\$ 6,484	113	30,946.90	\$ 3,497	112	33,330.36	\$ 3,733
Prop	181	31,607.73	\$ 5,721	98	33,377.55	\$ 3,271	117	33,333.33	\$ 3,900
ACRB Total	569		\$ 17,926	292		\$ 9,456	308		\$ 10,264
AvB Total	1,706		\$ 40,827	1,525		\$ 36,006	1,607		\$ 40,856

NOTE: AvB is a combination of ADHRB and ACRB. ADHRB: Aviation Department Head Retention Bonus. ACRB: Aviation Command Retention Bonus. AvB: Aviation Bonus

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2022 Estimate	\$ 468,191
FY 2021 Estimate	\$ 459,148
FY 2020 Actual	\$ 430,028

Part I - Purpose And Scope

Funds requested provide for the following special pay:

(1) Physicians pay (37 U.S.C. 335):

- (a) Critical Skills Accession Bonus (37 U.S.C. 335 (a)(2)) - a bonus payable to medical corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for not less than four consecutive years. The bonus may not exceed \$400,000.
- (b) Medical incentive pay (37 U.S.C. 335 (b)) - for medical corps officers, 0-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year for up to \$75,000 and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training.
- (c) Medical Retention Bonus (37 U.S.C 335 (b)) - a multi-year bonus paid in annual payments which varies with length of bonus agreement, and specialty, paid to medical corps officers who execute a written agree to remain on active duty for a period of not less than two years and who are not undergoing medical or osteopathic internship, or initial residency. Maximum payment authorized by law is up to \$75,000 per year.
- (d) Board certified pay (37 U.S.C. 335 (c)) - a monthly payment which varies with length of creditable service paid to medical corps officers who become certified or re-certified as having successfully met specified post-graduate education, training and experience requirements in a medical or osteopathic specialty. Payment ranges from \$2,500 to \$6,000 per year.

(2) Dentists pay:

- (a) Accession bonus (37 U.S.C. 335(a)(2)) - FY2007 NDAA increases the amount of bonus paid to a dental school graduate who agrees to accept a commission as an officer, between September 23, 1996 and December 31, 2015, and remains on active duty on active duty for a period of not less than four years from up to \$200,000.
- (b) Dental Incentive Special Pay (ISP) (37 U.S.C 335(b)) - A dental officer who is an oral or maxillofacial surgeon and who executes a written agreement to remain on active duty for one year may be paid incentive special pay up to \$75,000.
- (c) Dentist Retention Bonus (37 U.S.C 335 (b)) - a multi-year bonus paid in annual payments which varies with length of bonus agreement, and specialty, paid to dental corps officers who execute a written agree to remain on active duty for a period of not less than two years. Maximum payment authorized by law is up to \$75,000 per year.
- (d) Board certified pay (37 U.S.C. 335(c)) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Payment ranges from \$2,500 to \$6,000 per year.

- (3) Nurse pay (37 U.S.C. 335(a)(1) and 335(b)) :
- (a) Accession bonus - a bonus paid to a person who is a registered nurse, for up to \$30,000, who agrees to accept a commission as an officer, between November 29, 1989 and December 31, 2015, and remain on active duty for a period of not less than three years.
 - (b) Incentive - Special pay authorized to officers who serve in a nursing specialty (other than nurse anesthetists). Designated by the Secretary to meet critical requirements during wartime or peacetime. Requires post baccalaureate education and training. Payments not to exceed \$50,000 for a 12-month
 - (c) Nurse Retention Bonus (37 U.S.C. 335 (b)) - a multi-year bonus paid in annual payments which varies with length of bonus agreement, and specialty, paid to nurse corps officers who execute a written agree to remain on active duty for a period of not less than two years. Maximum payment authorized by
 - (d) Nurse Board certified pay (37 U.S.C. 302(b)) - A monthly payment paid to nurse corps officers who are board certified by a nationally recognized board. May not exceed \$6,000 per year of obligation.
- (4) Non Physician's Pay:
- (a) Health Profession Officer Accession Bonus - \$12,500/\$15,000 (3/4-yr obligation). Paid to licensed Clinical Psychologists who agree to accept a commission as an MSC officer and who obtain and maintain a license as a clinical psychologist. May not exceed \$30,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Not payable to a person who, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in psychology.
 - (b) Health Profession Officer Incentive Pay (37 U.S.C. 335(b)) - \$5000 discretionary bonus paid to eligible MSC officers who agree to remain on active duty for not less than 12 months and who are fully privileged and practicing in a specialty designated by ASD(HA). May not exceed \$15k per year of obligation.
 - (c) Health Professional Officer Retention Bonus - \$10,000 - \$20,000 discretionary retention bonus paid to MSC Licensed Clinical Psychology and qualified Physician Assistants officers O-6 and below with no training/education obligation or minimum 8 YOS from Health Professional Pay Entry Date (HPPED) with training or education obligation for 2, 3, or 4-yr obligation. May not exceed \$25,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Must be licensed, and must have at least 8 YCS or completed AD commitment for psych/PA education/training.
 - (d) Health Profession Officer Board Certified Pay (37 U.S.C. 335(c)) - Paid monthly to MSC officers who are Clin Psych, PA, Social Worker only, with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. May not exceed \$6,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18).
- (5) Personal money allowances (37 U.S.C. 414) :
- (a) Personal money allowances - paid to flag officers on active duty who are serving as Chairman, Joint Chiefs of Staff, Vice Admirals, senior members of the military staff committee of the United Nations, Admiral, or Chief of Naval Operations.
- (6) Special allowances (37 U.S.C. 414(b)) - paid to officers on active duty serving as Commandant of Midshipmen, U. S. Naval Academy; Superintendent, Naval Post Graduate School; President, Naval War College; Superintendent, U. S. Naval Academy, or Director of Naval Intelligence.
- (7) Save Pay (37 U.S.C. 907) - stipulates that a Warrant Officer who accepts an appointment as a commissioned officer in a pay grade above W-4 be paid the greater of:
- (a) the pay and allowance to which he is entitled as such commissioned officer;
 - (b) the pay and allowances to which he would be entitled if he were in the last warrant officer grade he held before his appointment as such a commissioned officer; or
 - (c) in the case of an officer who was formerly an enlisted member, the pay and allowances to which he would be entitled if he were in the last enlisted grade he held before his appointment as an officer.
- (8) Responsibility pay (37 U.S.C. 352) - an amount which varies by pay grade, payable to officers on active duty serving in Secretary of the Navy designated positions of unusual responsibility which are of a critical nature to the Navy.
- (9) Diving duty pay (37 U.S.C. 353(a)) - a monthly amount not to exceed \$240, paid to officers on active duty assigned to diving duty. Recipients of diving duty pay are required to maintain proficiency as divers and must actually perform diving duty.
- (10) Nuclear Officer Incentive Pay (37 U.S.C. 333 (a)(1),(2),(b)):
- (a) an annual bonus not to exceed \$50,000 paid to officers below the pay grade of O-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and agree to remain on active duty for a period of three or more years after the expiration of their minimum service obligation.

(b) a bonus not to exceed \$2,000 paid to officers who complete nuclear power training.

(c) an annual bonus not to exceed \$22,000 (\$14,000 for LDOs) paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and who continue on active duty after completion of other existing service contracts.

(11) Sea pay (37 U.S.C. 352) :

(a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$750 to officers on active duty who are permanently or temporarily serving on a ship, the primary mission of which is accomplished while underway, or while serving as a member of the off crew of a two-crewed submarine; or when serving on a ship, the primary mission of which is accomplished while in port.

(12) Premium sea pay - \$200 per month paid to officers who are entitled to CSP who have served more than 36 consecutive months on sea duty payable on the 37th consecutive month.

(13) Imminent danger pay (37 U.S.C. 351(a)(3)) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.

(14) Foreign language proficiency pay (37 U.S.C. 353(b)) -a monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language not to exceed \$12,000 per one-year certification period. The FY05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12 month certification period.

(15) Judge advocate continuation pay (JACP) (37 U.S.C. 321) - authorizes up to \$60,000 per uniformed judge advocate. The Navy plan consists of three phases: (1) \$30,000 payment at augmentation with three years obligated service; (2) \$15,000 payment upon promotion to 04 (2 years obligated service); and (3) \$15,000 payment upon reaching 10 years of active commissioned service as a JAG (2 years obligates service).

(16) Hardship Duty Pay (HDP) (37 U.S.C. 352) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$5,000 monthly.

(17) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.

(18) Hardship Duty Pay - Restriction of Movement (HDP-ROM) - paid to members who are ordered by their Commanding Officer (CO) to ROM for self-monitoring due to exposure or suspected exposure to COVID-19 and are directed to do so at a facility that is neither provided by the U.S. Government nor is their personal residence at the member's permanent duty station. Authorized payment of \$100 per day up to a maximum of \$1,500 per month.

(19) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 352) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2003 NDAA. The monthly statutory maximum payable is \$3,000.

(20) Submarine Support Incentive Pay (37 U.S.C. 355) - financial incentive to retain the most experienced submarine officers past 20 years of service. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of

(21 - 23) Surface Warfare Officer Revised Junior Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, currently not payable past completion of 25 years of active duty. FY08 legislative proposal would expand eligibility to over 25 years of service.

(24) Special Warfare Officer Incentive Pay (37 U.S.C. 332(a)(3)) - financial incentive for qualified, experienced Special Warfare officers to remain on duty beyond their initial ADSO. Up to \$15,000 per year payable to eligible officers.

(25 - 26) Explosive Ordnance Disposal (EOD) Officer CSRB (37 U.S.C. 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(27) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 332(a)(1)) - broad authority that gives service secretaries authority to offer up to \$60,000 to an individual who agrees to accept a commission and serve on active duty in a designated critical skill for the period specified in the agreement.

(28) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 332(a)(1)) - financial incentive to address the critical shortages of Seal Control grade officers (LCDR, CDR and CAPT). The program offers two options for service, a five year option for \$25,000 per year and a three year option for \$15,000 per year (both bonuses are paid in equal installments, the first upon contract acceptance and the remainder paid annually on the contract anniversary date).

(29) Combat-related Injury Rehabilitation Pay (37 U.S.C. 328) - Monthly special pay to a member of the armed forces who, while in the line of duty, incurs a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and is evacuated from theater of the combat operation or combat zone for medical treatment. Payment terminates at the end of the first month during which any of the following occurs: (1) the member is paid a benefit under the traumatic injury rider of the Service members' Group Life Insurance Program; (2) the member receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification; (3) the member is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system.

(30) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended

Computation of fund requirements is provided in the following table:

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Medical Pay									
Critical Skills Accession Bonus	1	462,000.00	462	3	350,000.00	1,050	3	350,000.00	1,050
Medical Incentive Pay	3,422	37,717.71	129,070	3,477	37,359.79	129,900	3,498	37,678.67	131,800
Medical Retention Bonus	762	42,860.89	32,660	746	42,761.39	31,900	891	42,647.06	37,999
Medical Board Certification	1,930	5,964.77	11,512	2,054	6,000.49	12,325	2,070	5,894.74	12,202
Total - (1)	6,115		173,704	6,280		175,175	6,462		183,051
(2) Dental Pay									
Critical Skills Accession Bonus	0		0	10	60,000.00	600	10	60,000.00	600
Dental Incentive Pay	1,138	24,481.55	27,860	1,170	24,115.38	28,215	1,125	24,088.89	27,100
Dental Retention Bonus	419	47,534.61	19,917	427	47,470.73	20,270	397	47,355.16	18,800
Dental Board Certification	264	5,988.64	1,581	265	5,954.72	1,578	268	5,928.85	1,589
Total - (2)	1,821		49,358	1,872		50,663	1,800		48,089
(3) Nurse Pay									
Accession Bonus	51	29,313.73	1,495	61	29,180.33	1,780	85	31,764.71	2,700
Nurse Incentive Pay	118	14,974.58	1,767	130	14,953.85	1,944	133	14,774.44	1,965
Nurse Retention Bonus	428	30,623.83	13,107	402	31,865.67	12,810	403	32,000.00	12,896
Nurse Board Certified Pay	287	6,003.48	1,723	296	5,939.19	1,758	302	5,964.91	1,801
Total - (3)	884		18,092	889		18,292	923		19,362
(4) Non Physicians Pay									
Clinical Psychologist CSRB	0		0	0		0	0		0
Health Professions Officer Accession Bonus	0		0	4	22,500.00	90	0		0
Health Professions Officer Incentive Pay	518	4,658.30	2,413	536	4,625.00	2,479	524	4,591.84	2,406
Health Professions Officer Retention Bonus	505	18,663.37	9,425	440	18,840.91	8,290	499	19,038.08	9,500
Health Professions Officer Board Certification Pay	921	4,019.54	3,702	950	4,122.11	3,916	902	4,157.43	3,750
Total - (4)	1,944		15,540	1,930		14,775	1,925		15,656
Total (1)-(4)	10,764		256,694	10,971		258,905	11,110		266,158
(5) Personal Money Allowance									
O-10 Admiral	5	4,000.00	20	6	4,000.00	24	5	4,000.00	20
O-9 Vice Admiral	10	2,200.00	22	8	2,200.00	18	10	2,200.00	22
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total Personal Money Allowance	15		42	14		42	15		42
(6)Special Allowances	0		0	0		0	0		0
(7)Save Pay	22	1,590.91	35	23	1,565.22	36	23	1,577.77	36
(8)Responsibility Pay	559	1,350.00	755	565	1,350.00	763	568	1,350.00	767
(9)Diving Duty Pay	1,012	2,669.96	2,702	983	2,775.00	2,728	1,010	2,775.00	2,803
(10) Nuclear Officer Incentive Pay									

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Initial Payments	1,104	20,230.98	22,335	979	20,524.00	20,093	1,426	21,949.51	31,300
Anniversary Payments	2,430	22,618.11	54,962	2,504	28,106.23	70,378	1,933	30,816.86	59,569
Total - (10)	3,534		77,297	3,483		90,471	3,359		90,869
(11) Career Sea Pay									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	191	5,188.48	991	192	5,302.43	1,018	194	5,397.88	1,047
O-5 Commander	729	4,406.74	3,213	738	4,494.88	3,317	741	4,575.79	3,391
O-4 Lieutenant Commander	1,456	3,577.17	5,208	1,473	3,648.71	5,375	1,479	3,714.39	5,494
O-3 Lieutenant	3,354	2,548.93	8,549	3,391	2,600.23	8,817	3,406	2,647.03	9,016
O-2 Lieutenant (JG)	2,398	1,741.05	4,175	2,424	1,775.87	4,305	2,435	1,807.84	4,402
O-1 Ensign	1,791	1,700.93	3,046	1,811	1,734.95	3,142	1,820	1,766.18	3,214
W-5 Warrant Officer 5	3	8,874.11	27	3	9,051.59	27	3	9,214.52	28
W-4 Warrant Officer 4	61	7,903.91	482	62	8,061.99	500	62	8,241.94	511
W-3 Warrant Officer 3	219	7,792.99	1,707	221	7,948.84	1,757	222	8,091.92	1,796
W-2 Warrant Officer 2	292	6,369.36	1,860	296	6,496.75	1,923	297	6,613.69	1,964
W-1 Warrant Officer 1			0			0			0
Total Career Sea Pay	10,494		29,258	10,611		30,181	10,659		30,863
(12)Premium Sea Pay	1,285	2,400.00	3,084	1,284	2,400.00	3,082	1,290	2,400.00	3,096
(13)Imminent Danger Pay	556	2,700.00	1,501	561	2,700.00	1,515	564	2,700.00	1,523
(14)Foreign Language Proficiency Pay	1,130	2,860.03	3,232	1,107	3,438.12	3,806	953	3,527.49	3,362
(15)Judge Advocate Continuation Pay	123	20,934.96	2,575	146	21,164.38	3,090	139	21,474.82	2,985
(16) Hardship Duty Pay									
Location - 150	0		0	0		0	0		0
Location - 100	1,812	1,200.00	2,174	1,829	1,200.00	2,195	1,837	1,200.00	2,204
Location - 50	0		0	0		0	0		0
Mission	0	1,800.00	0	188	1,800.00	338	189	1,800.00	340
Total - (16)	1,812		2,174	2,017		2,533	2,026		2,544
(17)Hardship Duty Pay - Tempo	169	5,940.00	1,004	171	5,940.00	1,016	171	5,940.00	1,016
(18) Hardship Duty Pay - Restriction of Movement (ROM)	19	18,000.00	335	10	18,000.00	186			
(19)SOCOM Assignment Incentive Pay	0		0	0		0	0		0
(20) Submarine Support Incentive Pay									
Initial Payments	1	25,000.00	25	9	22,000.00	198	9	23,222.22	209
Anniversary Payments	1	25,000.00	25	2	26,000.00	52	14	22,857.14	320
Total - (20)	2		50	11		250	23		529
(21) SWO CSRB (Post DH)									
Initial Payments	158	22,000.00	3,476	261	22,000.00	5,742	370	22,000.00	8,140
Anniversary Payments	365	12,000.00	4,380	604	12,000.00	7,248	461	12,000.00	5,532
Total - (21)	523		7,856	865		12,990	831		13,672
(22) SWO Department Head Retention Bonus									
Initial Payments	583	15,000.00	8,745	519	15,000.00	7,785	519	15,000.00	7,785
Anniversary Payments	938	15,000.00	14,070	1,483	15,000.00	22,245	1,779	15,000.00	26,685
Total - (22)	1,521		22,815	2,002		30,030	2,298		34,470

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(23) SWO CSRB (Junior)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	558	15,000.00	8,370	290	15,000.00	4,350	0		0
Total - (23)	558		8,370	290		4,350	0		0
Total (21)-(23)	2,602		39,041	3,157		47,370	3,129		48,142
(24) SPECWAR Officer Continuation Pay									
Initial Payments	71	35,352.11	2,510	81	37,500.00	3,038	78	37,500.00	2,925
Anniversary Payments	242	10,785.12	2,610	263	11,979.00	3,150	269	11,979.00	3,222
Total - (24)	313		5,120	344		6,188	347		6,147
(25) EOD CSRB - Initial Payments									
Initial Pay \$25	0		0	0		0	0		0
Initial Pay \$20	16	20,000.00	320	21	20,000.00	420	22	20,000.00	440
Initial Pay \$22	17	22,000.00	374	23	22,000.00	506	16	22,000.00	352
Initial Pay \$15	0		0	0		0	0		0
Total - (25)	33		694	44		926	38		792
(26) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25	0		0	0		0	0		0
Anniversary Pay \$20	44	20,000.00	880	58	20,000.00	1,160	66	20,000.00	1,320
Anniversary Pay \$15	0		0	0		0	0		0
Anniversary Pay \$12	25	12,000.00	300	33	12,000.00	396	32	12,000.00	384
Total - (26)	69		1,180	91		1,556	98		1,704
Total (25)-(26)	102		1,874	479		8,670	483		8,643
(27)SPECWAR CSAB	9	45,000.00	405	14	45,000.00	630	14	45,000.00	630
(28) NSW Officer CSRB									
Initial Payments	23	24,130.43	555	15	50,000.00	750	40	50,000.00	2,000
Anniversary Pavments	97	23,659.79	2,295	143	21,846.15	3,124	100	21,827.00	2,183
Total - (28)	120		2,850	158		3,874	140		4,183
Total (24)-(28)	544		10,249	31,341		409,416	32,131		403,335
(29)Combat Injury	0		0	0		0	0		0
(30)Continuation Pay	0		1,245	0		2,584	0		3,300
Total Special Pay-Officer	34,642		430,028	35,765		459,148	35,676		468,191

**MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
NUCLEAR OFFICER INCENTIVE PAY
(In Thousands of Dollars)**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	2,430	\$ 54,962	1,667	\$ 46,861	658	\$ 19,857	220	\$ 8,532	94	\$ 3,622	22	\$ 840		
FY 2020 Initial Anniversary	1,104	\$ 22,335	837	\$ 23,517	615	\$ 19,856	227	\$ 9,428	146	\$ 5,918	67	\$ 2,705	39	\$ 1,572
FY 2021 Initial Anniversary			979	\$ 20,093	660	\$ 19,856	439	\$ 18,631	317	\$ 13,150	210	\$ 8,513	99	\$ 3,999
FY 2022 Initial Anniversary					1,426	\$ 31,300	445	\$ 18,957	435	\$ 18,461	314	\$ 13,025	208	\$ 8,432
FY 2023 Initial Anniversary							1,248	\$ 36,953	414	\$ 17,637	405	\$ 17,191	292	\$ 12,114
FY 2024 Initial Anniversary									1,174	\$ 33,741	340	\$ 14,481	333	\$ 14,134
FY 2025 Initial Anniversary											1,224	\$ 36,559	390	\$ 16,617
FY 2026 Initial Anniversary													1,220	\$ 38,312
Initial Payments	1,104	22,335	979	20,093	1,426	31,300	1,248	36,953	1,174	33,741	1,224	36,559	1,220	38,312
Anniversary Payments	2,430	54,962	2,504	70,378	1,933	59,569	1,331	55,548	1,406	58,788	1,358	56,755	1,361	56,868
Total	3,534	77,297	3,483	90,471	3,359	90,869	2,579	92,501	2,580	92,529	2,582	93,314	2,581	95,180

**MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
SUBMARINE SUPPORT INCENTIVE PAY
(In Thousands of Dollars)**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	1	\$ 25	1	\$ 16										
FY 2020 Initial Anniversary	1	\$ 25	1	\$ 34	4	\$ 100								
FY 2021 Initial Anniversary			9	\$ 200	10	\$ 220	4	\$ 100						
FY 2022 Initial Anniversary					9	\$ 209	9	\$ 209	4	\$ 100				
FY 2023 Initial Anniversary							10	\$ 220	10	\$ 220	4	\$ 100		
FY 2024 Initial Anniversary									9	\$ 209	9	\$ 209	4	\$ 100
FY 2025 Initial Anniversary											10	\$ 220	10	\$ 220
FY 2026 Initial Anniversary													9	\$ 209
Initial Payments	1	25	9	200	9	209	10	220	9	209	10	220	9	209
Anniversary Payments	1	25	2	50	14	320	13	309	14	320	13	309	14	320
Total	2	50	11	250	23	529	23	529	23	529	23	529	23	529

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
SURFACE WARFARE OFFICER POST DEPARTMENT HEAD RB
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	365	\$ 4,380	361	\$ 4,327	35	\$ 420								
FY 2020 Initial Anniversary	158	\$ 3,476	243	\$ 2,917	181	\$ 2,172								
FY 2021 Initial Anniversary			261	\$ 5,748	245	\$ 2,940	245	\$ 2,940						
FY 2022 Initial Anniversary					370	\$ 8,140	370	\$ 4,440	370	\$ 4,440				
FY 2023 Initial Anniversary							333	\$ 7,326	333	\$ 3,996	333	\$ 3,996		
FY 2024 Initial Anniversary									384	\$ 8,448	384	\$ 4,608	384	\$ 4,608
FY 2025 Initial Anniversary											391	\$ 8,602	391	\$ 4,692
FY 2026 Initial Anniversary													376	\$ 8,272
Initial Payments	158	3,476	261	5,748	370	8,140	333	7,326	384	8,448	391	8,602	376	8,272
Anniversary Payments	365	4,380	604	7,244	461	5,532	615	7,380	703	8,436	717	8,604	775	9,300
Total	523	7,856	865	12,992	831	13,672	948	14,706	1,087	16,884	1,108	17,206	1,151	17,572

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
SURFACE WARFARE OFFICER DEPARTMENT HEAD RETENTION BONUS
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	938	\$ 7,535	872	\$ 13,072	741	\$ 11,115	413	\$ 6,195	157	\$ 2,355				
FY 2020 Initial Anniversary	583	\$ 15,280	469	\$ 7,037	519	\$ 7,785	519	\$ 7,785	419	\$ 6,285	319	\$ 4,785	319	\$ 4,785
FY 2021 Initial Anniversary			661	\$ 9,916	519	\$ 7,785	519	\$ 7,785	519	\$ 7,785	410	\$ 6,150	319	\$ 4,785
FY 2022 Initial Anniversary					519	\$ 7,785	519	\$ 7,785	519	\$ 7,785	419	\$ 6,285	319	\$ 4,785
FY 2023 Initial Anniversary							519	\$ 7,785	519	\$ 7,785	519	\$ 7,785	319	\$ 4,785
FY 2024 Initial Anniversary									519	\$ 7,785	519	\$ 7,785	445	\$ 6,675
FY 2025 Initial Anniversary											519	\$ 7,785	519	\$ 7,785
FY 2026 Initial Anniversary													519	\$ 7,785
Initial Payments	583	15,280	661	9,916	519	7,785	519	7,785	519	7,785	519	7,785	519	7,785
Anniversary Payments	938	7,535	1,341	20,109	1,779	26,685	1,970	29,550	2,133	31,995	2,186	32,790	2,240	33,600
Total	1,521	22,815	2,002	30,025	2,298	34,470	2,489	37,335	2,652	39,780	2,705	40,575	2,759	41,385

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
SURFACE WARFARE OFFICER REVISED JUNIOR CRITICAL SKILLS RETENTION
BONUS
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	558	\$ 8,370	290	\$ 4,350										
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
FY 2022 Initial Anniversary														
FY 2023 Initial Anniversary														
FY 2024 Initial Anniversary														
FY 2025 Initial Anniversary														
FY 2026 Initial Anniversary														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	558	8,370	290	4,350	0	0	0	0	0	0	0	0	0	0
Total	558	8,370	290	4,350	0	0	0	0	0	0	0	0	0	0

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
SPECIAL WARFARE OFFICER CONTINUATION PAY
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	242	\$ 2,610	203	\$ 2,439	118	\$ 1,135	97	\$ 1,050						
FY 2020 Initial Anniversary	71	\$ 2,510	60	\$ 715	65	\$ 693	65	\$ 693	64	\$ 665				
FY 2021 Initial Anniversary			81	\$ 3,034	69	\$ 1,394	61	\$ 626	61	\$ 626	37	\$ 842		
FY 2022 Initial Anniversary					78	\$ 2,925	89	\$ 843	89	\$ 843	89	\$ 843	47	\$ 820
FY 2023 Initial Anniversary							87	\$ 3,143	93	\$ 772	93	\$ 772	93	\$ 772
FY 2024 Initial Anniversary									102	\$ 4,453	62	\$ 700	62	\$ 700
FY 2025 Initial Anniversary											94	\$ 3,599	79	\$ 865
FY 2026 Initial Anniversary													89	\$ 3,443
Initial Payments	71	2,510	81	3,034	78	2,925	87	3,143	102	4,453	94	3,599	89	3,443
Anniversary Payments	242	2,610	263	3,154	252	3,222	312	3,212	307	2,906	281	3,157	281	3,157
Total	313	5,120	344	6,188	330	6,147	399	6,355	409	7,359	375	6,756	370	6,600

**MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
EXPLOSIVE ORDNANCE DISPOSAL
(In Thousands of Dollars)**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	69	\$ 1,180	55	\$ 941	22	\$ 440								
FY 2020 Initial Anniversary	33	\$ 694	37	\$ 625	38	\$ 632	22	\$ 440						
FY 2021 Initial Anniversary			44	\$ 921	38	\$ 632	38	\$ 632	22	\$ 440				
FY 2022 Initial Anniversary					38	\$ 792	38	\$ 632	38	\$ 632	22	\$ 440		
FY 2023 Initial Anniversary							38	\$ 792	38	\$ 632	38	\$ 632	22	\$ 440
FY 2024 Initial Anniversary									38	\$ 792	38	\$ 632	38	\$ 632
FY 2025 Initial Anniversary											38	\$ 792	38	\$ 632
FY 2026 Initial Anniversary													38	\$ 792
Initial Payments	33	694	44	921	38	792	38	792	38	792	38	792	38	792
Anniversary Payments	69	1,180	92	1,566	98	1,704	98	1,704	98	1,704	98	1,704	98	1,704
Total	102	1,874	136	2,487	136	2,496	136	2,496	136	2,496	136	2,496	136	2,496

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
NAVAL SPECIAL WARFARE CRITICAL SKILLS RETENTION BONUS
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	97	\$ 2,295	93	\$ 2,031	23	\$ 608	11	\$ 275						
FY 2020 Initial Anniversary	23	\$ 555	50	\$ 1,089	32	\$ 800	32	\$ 800	24	\$ 800				
FY 2021 Initial Anniversary			15	\$ 754	31	\$ 775	31	\$ 775	31	\$ 775	31	\$ 775		
FY 2022 Initial Anniversary					40	\$ 2,000	29	\$ 725	29	\$ 725	29	\$ 725	29	\$ 725
FY 2023 Initial Anniversary							32	\$ 1,425	36	\$ 900	36	\$ 900	36	\$ 900
FY 2024 Initial Anniversary									30	\$ 1,300	40	\$ 1,000	40	\$ 1,000
FY 2025 Initial Anniversary											37	\$ 1,600	47	\$ 1,175
FY 2026 Initial Anniversary													31	\$ 1,425
Initial Payments	23	555	15	754	40	2,000	32	1,425	30	1,300	37	1,600	31	1,425
Anniversary Payments	97	2,295	143	3,120	86	2,183	103	2,575	120	3,200	136	3,400	152	3,800
Total	120	2,850	158	3,874	126	4,183	135	4,000	150	4,500	173	5,000	183	5,225

(In Thousands Of Dollars)

Project: Basic Allowance For Housing

FY 2022 Estimate \$1,772,341
FY 2021 Estimate \$1,663,953
FY 2020 Actual \$1,610,741

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected fiscal year rate increases of 3.5% for FY 2020, 3.2% for FY 2021 and 4.0% for FY 2022. However, future housing rate adjustments may result as contractor-generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Calendar Year 2020 average inflation rate is 3.4 percent. The January 1, 2021 and January 1, 2022 average BAH inflation rate assumption are respectively, 3.1 percent and 4.3 percent on-average.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Officers with Dependents									
O-10 Admiral	7	41,537.98	291	7	42,867.20	300	7	44,581.89	312
O-9 Vice Admiral	29	39,085.72	1,133	31	40,336.46	1,250	32	41,949.92	1,342
O-8 Rear Admiral (UH)	57	39,105.23	2,229	57	40,356.60	2,300	59	41,970.86	2,476
O-7 Rear Admiral (LH)	87	37,659.84	3,276	97	38,864.95	3,770	111	40,419.55	4,487
O-6 Captain	2,760	37,297.16	102,940	2,762	38,490.67	106,311	2,898	40,030.30	116,008
O-5 Commander	5,610	35,924.64	201,537	5,628	37,074.23	208,654	5,743	38,557.20	221,434
O-4 Lieutenant Commander	8,049	33,093.27	266,368	8,083	34,152.25	276,053	8,494	35,518.34	301,693
O-3 Lieutenant	10,282	29,490.46	303,221	10,385	30,434.15	316,059	10,689	31,651.52	338,323
O-2 Lieutenant (JG)	2,268	27,296.65	61,909	2,332	28,170.14	65,693	2,507	29,296.95	73,447
O-1 Ensign	1,541	25,530.86	39,343	1,522	26,347.85	40,101	1,556	27,401.76	42,637
Total BAH Domestic - Officers with Dependents	30,690		982,247	30,904		1,020,491	32,096		1,102,159
(2) BAH Differential	6	4,563.66	27	6	4,701.71	28	6	4,832.18	29
(3) BAH Domestic - Warrant Officers with Dependents									
W-5 Warrant Officer 5	73	32,011.85	2,337	72	33,036.23	2,379	67	34,357.68	2,302
W-4 Warrant Officer 4	352	30,510.93	10,740	363	31,487.28	11,430	371	32,746.77	12,149
W-3 Warrant Officer 3	631	29,518.71	18,626	558	30,463.31	16,999	717	31,681.84	22,716
W-2 Warrant Officer 2	492	28,197.74	13,873	525	29,100.07	15,278	519	30,264.07	15,707
W-1 Warrant Officer 1	3	23,904.85	72	4	24,669.81	99	4	25,656.60	103
Total BAH Domestic - Warrant Officers with Dependents	1,551		45,648	1,522		46,185	1,678		52,977
Total (1)-(3)	32,247		1,027,922	32,432		1,066,704	33,780		1,155,165
(4) BAH Domestic - Officers without Dependents									

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
O-10 Admiral			0			0			0
O-9 Vice Admiral	1	36,390.04	36	1	37,554.52	38	1	39,056.70	39
O-8 Rear Admiral (UH)	2	30,219.71	60	2	31,186.74	62	2	32,434.21	65
O-7 Rear Admiral (LH)	7	31,048.41	217	6	32,041.96	192	7	33,323.64	233
O-6 Captain	195	31,776.74	6,196	203	32,793.60	6,657	202	34,105.34	6,889
O-5 Commander	576	30,708.19	17,688	571	31,690.85	18,095	562	32,958.48	18,523
O-4 Lieutenant Commander	1,612	29,707.02	47,888	1,486	30,657.64	45,557	1,534	31,883.95	48,910
O-3 Lieutenant	6,847	26,966.14	184,637	6,639	27,829.06	184,757	6,618	28,942.22	191,540
O-2 Lieutenant (JG)	4,190	23,614.73	98,946	4,216	24,370.40	102,746	4,331	25,345.22	109,770
O-1 Ensign	4,678	21,295.02	99,618	4,613	21,976.46	101,377	4,549	22,855.52	103,970
Total BAH Domestic - Officers without Dependents	18,108		455,286	17,737		459,481	17,806		479,939
(5) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer 5	7	26,326.45	184	7	27,168.90	190	6	28,255.66	170
W-4 Warrant Officer 4	25	29,818.31	745	26	30,772.50	800	26	32,003.40	832
W-3 Warrant Officer 3	50	27,086.22	1,354	49	27,952.98	1,370	53	29,071.10	1,541
W-2 Warrant Officer 2	54	23,818.40	1,286	55	24,580.59	1,352	54	25,563.81	1,380
W-1 Warrant Officer 1	4	23,147.89	93	6	23,888.62	143	6	24,844.16	149
Total BAH Domestic - Warrant Officers without Dependents	140		3,662	143		3,855	145		4,072
Total (4)-(5)	18,248		458,948	17,880		463,336	17,951		484,011
(6) Officer Partial BAH									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	2	287.00	1	2	287.00	1	2	287.00	1
O-5 Commander	7	428.20	3	8	428.20	3	7	428.20	3
O-4 Lieutenant Commander	16	320.64	5	16	320.64	5	16	320.64	5
O-3 Lieutenant	86	266.16	23	82	266.16	22	81	266.16	22
O-2 Lieutenant (JG)	49	213.15	10	49	213.15	10	51	213.15	11
O-1 Ensign	133	157.58	21	103	157.58	16	101	157.58	16
Total Officer Partial BAH	293		63	260		57	258		58
(7) Warrant Officer Partial BAH									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2	1	281.00	0	1	281.00	0	1	281.00	0
W-1 Warrant Officer 1			0			0			0
Total Warrant Officer Partial BAH	1		0	1		0	1		0
Total (6)-(7)	294		63	261		57	259		58
(8) BAH - Inadequate Family Housing (Officers)									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain			0			0			0

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
Total BAH - Inadequate Family Housing (Officers)	0		0	0		0	0		0
(9) BAH - Warrant Officers Inadequate Family Housing									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total BAH - Warrant Officers Inadequate Family Housing	0		0	0		0	0		0
Total - Domestic	50,789		1,486,933	50,573		1,530,097	51,990		1,639,234
(10) BAH Overseas - Officers with Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)	1	53,316.31	53	1	54,062.74	54	1	55,035.87	55
O-7 Rear Admiral (LH)	3	50,272.39	151	3	50,976.20	153	5	51,893.78	259
O-6 Captain	117	44,519.17	5,209	117	45,142.44	5,282	117	45,955.00	5,377
O-5 Commander	331	42,056.17	13,921	345	42,644.96	14,713	325	43,412.57	14,109
O-4 Lieutenant Commander	527	39,215.28	20,666	532	39,764.29	21,155	538	40,480.05	21,778
O-3 Lieutenant	654	35,895.12	23,475	672	36,397.65	24,459	648	37,052.81	24,010
O-2 Lieutenant (JG)	100	37,632.04	3,763	103	38,158.89	3,930	106	38,845.75	4,118
O-1 Ensign	107	44,640.90	4,777	108	45,265.87	4,889	106	46,080.66	4,885
Total BAH Overseas - Officers with Dependents	1,840		72,015	1,881		74,635	1,846		74,591
(11) BAH Overseas - Warrant Officers With Dependents									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	15	36,734.87	551	16	37,249.16	596	16	37,919.64	607
W-3 Warrant Officer 3	34	35,028.38	1,191	38	35,518.78	1,350	41	36,158.12	1,482
W-2 Warrant Officer 2	20	32,713.92	654	21	33,171.91	697	21	33,769.01	709
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers With Dependents	69		2,396	75		2,643	78		2,798

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (10)-(11)	1,909		74,411	1,956		77,278	1,924		77,389
(12) BAH Overseas - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	19	36,749.61	698	1	37,264.10	37	1	37,934.86	38
O-5 Commander	66	35,207.77	2,324	32	35,700.68	1,142	32	36,343.29	1,163
O-4 Lieutenant Commander	178	31,791.86	5,659	163	32,236.95	5,255	112	32,817.21	3,676
O-3 Lieutenant	737	29,745.83	21,923	440	30,162.27	13,271	440	30,705.19	13,510
O-2 Lieutenant (JG)	348	28,127.37	9,788	960	28,521.15	27,380	943	29,034.53	27,380
O-1 Ensign	312	27,296.41	8,516	324	27,678.56	8,968	333	28,176.77	9,383
Total BAH Overseas - Officers without Dependents	1,660		48,908	1,920		56,053	1,861		55,150
(13) BAH Overseas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5	1	25,983.32	26	1	26,347.09	26	1	26,821.33	27
W-4 Warrant Officer 4	5	32,663.62	163	5	33,120.91	166	5	33,717.09	169
W-3 Warrant Officer 3	3	32,245.62	97	3	32,697.06	98	4	33,285.61	133
W-2 Warrant Officer 2	7	28,984.63	203	8	29,390.41	235	8	29,919.44	239
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers Without Dependents	16		489	17		525	18		568
Total (12)-(13)	1,676		49,397	1,937		56,578	1,879		55,718
Total - Overseas	3,585		123,808	3,893		133,856	3,803		133,107
Total Basic Allowance For Housing	54,374		1,610,741	54,466		1,663,953	55,793		1,772,341

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer

FY 2022 Estimate	\$	184,763
FY 2021 Estimate	\$	180,993
FY 2020 Actual	\$	175,168

Part I - Purpose And Scope

Funds requested will provide for a cash allowance, payable by law to officers at all times, to reimburse them for the expense of subsisting themselves (37 U.S.C. 402).

Part II - Justification Of Funds Requested

Basic Allowance for Subsistence (BAS) is computed by multiplying the total officer workyear average by an annual fiscal year rate using the statutory rate of \$256.68 per month effective 1 January 2020, \$266.18 per month effective 1 January 2021 and \$272.30 per month effective 1 January 2022.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer									
Basic Allowance For Subsistence	56,781	3,084.98	175,168	57,174	3,165.66	180,993	56,863	3,249.26	184,763
Total - (1)	56,781		175,168	57,174		180,993	56,863		184,763
Total Basic Allowance For Subsistence-Officer	56,781		175,168	57,174		180,993	56,863		184,763

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer

FY 2022 Estimate	\$	104,158
FY 2021 Estimate	\$	106,293
FY 2020 Actual	\$	99,662

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for cost of living allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	8,210	10,504.90	86,245	8,995	10,173.31	91,509	8,521	10,455.45	89,091
(2)Station Allowances - Temporary Lodging	9,400	1,427.33	13,417	10,185	1,451.59	14,784	10,196	1,477.72	15,067
Total Station Allowances, Overseas-Officer	17,610		99,662	19,180		106,293	18,717		104,158

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA)-Officer

FY 2022 Estimate	\$	1,605
FY 2021 Estimate	\$	1,570
FY 2020 Actual	\$	618

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to officers who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHAs) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage (37 U.S.C. 403b).

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	363	1,702.66	618	895	1,754.17	1,570	890	1,802.81	1,605
Total - (1)	363		618	895		1,570	890		1,605
Total CONUS Cost Of Living Allowance (COLA)-Officer	363		618	895		1,570	890		1,605

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2022 Estimate	\$	2,320
FY 2021 Estimate	\$	2,298
FY 2020 Actual	\$	2,277

Part I - Purpose And Scope

Funds requested will provide for payment of an initial clothing allowance (U.S.C.415 and 416) to officers upon commissioning and an active clothing allowance to reserves upon entry or reentry on active duty for a period of 90 days or more. Additionally, a Special Initial Clothing Allowance is paid to Chief Warrant Officers upon commissioning into the Flying Chief Warrant Officer Pilot Program. Civilian clothing allowances are authorized by 37 U.S.C. 419.

Part II - Justification Of Funds Requested

Uniform allowances are determined by multiplying the planned number of members eligible as reflected in the strength plans by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Reserves	349	400.00	140	351	400.00	140	354	400.00	142
Regular	3,136	400.00	1,254	3,158	400.00	1,263	3,183	400.00	1,273
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	3,485		1,394	3,509		1,403	3,537		1,415
(2)Additional	3,690	200.00	738	3,716	200.00	743	3,745	200.00	749
(3)Civilian	246	589.43	145	253	599.45	152	255	610.24	156
Total Uniform Allowance-Officer	7,421		2,277	7,478		2,298	7,537		2,320

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2022 Estimate	\$	10,731
FY 2021 Estimate	\$	10,722
FY 2020 Actual	\$	10,713

Part I - Purpose And Scope

Funds requested provide an allowance to officers with dependents for added separation expenses when the requirements listed below are met (37 U.S.C. 427):

- (1) movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station
- (2) member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days
- (3) member is on temporary duty or temporary additional duty away from their permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary additional duty station

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	911	3,000.00	2,733	912	3,000.00	2,736	913	3,000.00	2,739
(2)FSA - S (Onboard> 30 days)	1,012	3,000.00	3,036	1,013	3,000.00	3,039	1,013	3,000.00	3,039
(3)FSA - T (TDY> 30 days)	1,648	3,000.00	4,944	1,649	3,000.00	4,947	1,651	3,000.00	4,953
Total Family Separation Allowance-Officer	3,571		10,713	3,574		10,722	3,577		10,731

Project: Special Compensation for Assistance with Activities of Daily Living - Officer

(In Thousands of Dollars)

FY 2022 Estimate \$58
FY 2021 Estimate \$58
FY 2020 Actual \$51

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured. The detailed computations are provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	8	6,381.00	51	9	6,400.00	58	9	6,400.00	58
Total Special Compensation for Assistance with Activities of	8		51	9		58	9		58

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2022 Estimate	\$	45,642
FY 2021 Estimate	\$	45,720
FY 2020 Actual	\$	37,703

Part I - Purpose And Scope

Funds requested provide:

- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Severance pay for failure of promotion or for reasons other than physical disability under provisions of 10 U.S.C. 6383.
- (3) Severance pay disability for members on active duty and temporary disability retired list that are separated for physical reasons under the provisions of 10 U.S.C. 1212.
- (4) Involuntary - half severance pay (5% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members not fully qualified for retention and are denied reenlistment or continuation.

Involuntary - full severance pay (10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation.
- (5) Voluntary- Force shaping separation incentives for military members in selected over manned skills:
 - a. a lump sum payment for members who have at least six years of service
 - b. an annuity and lump sum payment to members who have at least fifteen years

Special Separation Benefits ((SSB) 10 U.S.C. 1174a) pays members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

(6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for FY12, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2020 includes a 3.1% pay raise effective 1 January 2020, FY 2021 includes a 3.0% pay raise effective 1 January 2021, and FY2022 includes a 2.7% pay raise effective 1 January 2022.

Computation of fund requirements is provided in the following table:

	FY 2020				FY 2021				FY 2022			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	28	40	19,629.44	550	35	40	20,223.23	708	39	40	20,784.08	811
O-6 Captain	365	47	17,914.74	6,539	513	47	18,456.66	9,468	470	47	18,968.52	8,915
O-5 Commander	534	42	12,938.53	6,909	680	42	13,329.92	9,064	649	42	13,699.60	8,891
O-4 Lieutenant Commander	841	38	9,954.78	8,372	967	38	10,255.91	9,917	949	38	10,540.34	10,003
O-3 Lieutenant	1,256	47	9,646.72	12,116	1,325	47	9,938.53	13,169	1,326	47	10,214.16	13,544
O-2 Lieutenant (JG)	59	61	9,460.68	558	60	61	9,746.86	585	57	61	10,017.17	571
O-1 Ensign	22	72	8,573.10	189	24	72	8,832.44	212	28	72	9,077.39	254
W-5 Warrant Officer 5	20	7	2,306.10	46	20	7	2,375.86	48	20	7	2,441.75	49
W-4 Warrant Officer 4	67	9	2,293.38	154	86	9	2,362.76	203	84	9	2,428.29	204
W-3 Warrant Officer 3	34	10	2,331.53	79	47	10	2,402.06	113	48	10	2,468.68	118
W-2 Warrant Officer 2	3	11	2,051.75	6	2	11	2,113.81	4	6	11	2,172.43	13
W-1 Warrant Officer 1				0				0				0
Total Separation Pay - Lump sum Leave Payment(Officer)	3,229			35,518	3,759			43,491	3,676			43,373
(2) Severance Pay, Failure of Promotion												
Severance Pay	5		77,000.00	385	5		78,540.00	393	5		79,953.72	400
Total - (2)	5			385	5			393	5			400
(3) Severance Pay Invol - Full Pay (10%)												
Invol - Full Pay (10%)	20		90,000.00	1,800	20		91,800.00	1,836	20		93,452.40	1,869
Invol - Half Pay (5%)	0			0	0			0	0			0
Total - (3)	20			1,800	20			1,836	20			1,869
(4) Voluntary Separations												
Targeted Separation Incentive	0			0	0			0	0			0
VSI	0			0	0			0	0			0
VSI Trust Fund	0			0	0			0	0			0
Total - (4)	0			0	0			0	0			0
(5)TERA	0			0	0			0	0			0
Total Separation Payments-Officer	3,254			37,703	3,784			45,720	3,701			45,642

(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2022 Estimate	\$	375,786
FY 2021 Estimate	\$	367,763
FY 2020 Actual	\$	353,732

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% HI. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

Calendar year 2020 - 7.65% on first \$137,700
Calendar year 2021 - 7.65% on first \$142,800
Calendar year 2022 - 7.65% on first \$147,000

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	56,781	6,229.76	353,732	57,174	6,432.34	367,763	56,863	6,608.62	375,786
Total Social Security Tax-Officer	56,781		353,732	57,174		367,763	56,863		375,786

Budget Activity 2

Pay and Allowances of Enlisted Personnel

			Amount
Total FY 2021 Direct Program			22,488,617
Increases			
Pricing Increases			
Strength Related			643,204
Annualization of FY 2021 Pay Raise 3% (Effective 1 January 2021)			112,643
Basic Pay	79,036		
RPA	27,561		
FICA	6,046		
Increase due to Pay Raise of 2.7% (Effective 1 January 2022)			313,262
Basic Pay	219,800		
RPA	76,647		
FICA	16,815		
Inflation Rate			22,764
RPA Full Time Rate growth of 0.2%	22,764		
BAH Rates			194,535
Domestic Housing Rate Growth of 4%	187,870		
BAH Overseas	6,665		
Other Pricing Increases			70,541
Incentive Pay For Hazardous Duty - Enlisted			6,121
Submarine Pay	6,121		
Special Pay - Enlisted			22,367
Career Sea Pay (Enlisted)	4,743		
Diving Duty Pay (Enl)	6,571		
Foreign Language Proficiency Pay (Enl)	718		
Assignment Incentive Pay (Enl)	1,170		
EOD CSRB	60		
Enlisted Supervisor Retention Pay CSRB	1,202		
Special Warfare SOCOM CSRB	7,903		
Reenlistment Bonus - Enlisted			28,459
Reenlistment Bonus	22,754		
Reenlistment Bonus	5,705		
Enlistment Bonus - Enlisted			3
Enlistment Bonus	3		
Station Allowance, Overseas - Enlisted			7,683
Overseas Station Allowance (Enl)	7,126		
Temporary Lodging (Enl)	557		
CONUS Cost Of Living Allowance (COLA) - Enlisted			79
CONUS COLA	79		
Clothing Allowance - Enlisted			3,431
Initial Military	1,342		
Enlisted Civilian Clothing	14		
Replacement Allowances (Basic)	450		
Replacement Allowances (Std)	1,383		
Replacement Allowances (Special)	213		
Supplementary Clothing (Enl)	29		
Separation Payments - Enlisted			2,398
Lump Sum Terminal Leave Payments	1,649		

	Severance Pay, Disability (Enl)	235		
	Severance Pay	383		
	Severance Pay	131		
Increases due to Reimbursables			1,912	1,912
	Basic Pay	1,360		
	Retired Pay Accrual	235		
	Basic Allowance for Housing (Domestic)	213		
	SS Tax-Employer Contribution	104		
	Total Pricing Increases			715,657
Program Increases Strength Related				244,290
Pay grade Mix			119,208	
	Basic Pay	83,508		
	RPA	29,312		
	FICA	6,388		
	BAH Domestic	123,507		
	BAH Overseas	1,575		
Other Program Increases				112,585
Thrift Savings Plan - Enlisted			29,416	
Incentive Pay For Hazardous Duty - Enlisted	Thrift Savings Plan - Enlisted	29,416		
			7,247	
	Flying Duty - Career	1,453		
	Flying Duty - Non Career	51		
	Non-Crew (HDIP)	2		
	Submarine Pay	2,428		
	Parachute Jumping (Enl)	376		
	Toxic Material Pay (Enl)	4		
	Demolition Duty (Enl)	250		
	Naval Special Warfare Skill Incentive Pay (SkIP)	330		
	Flight Deck Duty (Enl)	2,353		
Special Pay - Enlisted			29,945	
	Assignment Incentive Pay (Enl)	23,917		
	EOD CSRB	840		
	Enlisted Supervisor Retention Pay CSRB	5,188		
Continuation Pay			2,892	
Special Duty Assignment Pay And Proficiency Pay - Enlisted	Continuation Pay	2,892		
	Recruiter	1,410		1,410
Reenlistment Bonus - Enlisted				11,031
	Reenlistment Bonus	11,031		
Enlistment Bonus - Enlisted				13,161
	Enlistment Bonus	13,161		
Loan Repayment Program			2,693	
	Navy College Loan Repayment (Enl)	2,693		
Station Allowance, Overseas - Enlisted			52	
Clothing Allowance - Enlisted	Temporary Lodging (Enl)	52		
			28	
	Replacement Allowances (Basic)	5		
	Replacement Allowances (Std)	19		
	Replacement Allowances (Special)	3		

Family Separation Allowance - Enlisted	Supplementary Clothing (Enl)	1	12,201	
	FSA - R (On PCS With Dependents Not Authorized)	2,982		
Separation Payments - Enlisted	FSA - S (Onboard > 30 days)	4,044		
	FSA - T (TDY > 30 days)	5,175		
	Lump Sum Terminal Leave Payments	2,509	2,509	
	Total Program Increases			356,875
Total Increases				1,072,532
Decreases				
Pricing Decreases				
Strength Related				0
Inflation Rate			0	
Other Pricing Decreases				-3,541
Incentive Pay For Hazardous Duty - Enlisted			-2	
	Parachute Jumping (Enl)	-1		
	Naval Special Warfare Skill Incentive Pay (SKIP)	-1		
Enlistment Bonus - Enlisted			-3,526	
Loan Repayment Program			-13	
	Enlistment Bonus	-3,526		
	Navy College Loan Repayment (Enl)	-13		
Decreases due to Reimbursables				0
	Total Pricing Decreases			-3,541
Program Decreases				
Strength Related				-123,630
			-123,630	
	Decrease in Basic Pay Work Years	-78,607		
	Decrease in RPA Full Time Work Years	-34,537		
	Decrease in FICA Work Years	-6,013		
	BAH Domestic	-542		
	BAH Overseas	-3,931		
Other Program Decreases				-76,627
Incentive Pay For Hazardous Duty - Enlisted			-11	
	Duty Inside HiLo Chamber (Enl)	-11		
Special Pay - Enlisted			-12,811	
	Career Sea Pay (Enlisted)	-577		
	Premium Sea Pay (Enlisted)	-77		
	HDP Mission (Enl)	-7		
	HDP Location (Enl)	-18		
	HDP Tempo (Enl)	-18		
	Diving Duty Pay (Enl)	-6,447		
	Overseas Extension Pay (Enl)	-4		
	Nuclear Accession Bonus (Enl)	-105		
	Imminent Danger Pay (Enl)	-8		
	Foreign Language Proficiency Pay (Enl)	-569		
	Special Warfare SOCOM CSRB	-4,981		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			-2,211	
	SDAP	-653		

	SDAP	-297		
	SDAP	-172		
	SDAP	-521		
	SDAP	-398		
	SDAP	-65		
	Recruiter	-88		
	Recruiter	-9		
	Recruiter	-3		
	Recruiter	-5		
Reenlistment Bonus - Enlisted			-32,645	
	Reenlistment Bonus	-32,645		
Enlistment Bonus - Enlisted			-18,191	
	Enlistment Bonus	-18,191		
Station Allowance, Overseas - Enlisted			-2,737	
	Overseas Station Allowance (Enl)	-2,737		
CONUS Cost Of Living Allowance (COLA) - Enlisted			-14	
	CONUS COLA	-14		
Clothing Allowance - Enlisted			-7,675	
	Initial Military	-7,675		
Separation Payments - Enlisted			-300	
	Voluntary Separation (Enl)	-300		
Special Compensation for Assistance with Activities of Daily Living - Enlisted			-32	
	Special Monthly Compensation	-32		
	Total Program Decreases		-200,257	
Total Decreases				-203,798
Total FY 2022 Direct Program				23,357,351

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2022 Estimate	\$11,273,463
FY 2021 Estimate	\$10,971,777
FY 2020 Actual	\$10,328,578

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 USC 204, 205, 1009) of enlisted personnel on active duty, according to pay grade and length of service increments. The estimate excludes those enlisted members of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing or training the reserve components (10 USC 12310).

Navy Career Intermission Program (CIP) - Originally authorized by the FY2009 NDAA (PL 110-417 Sec 533) and most recently updated by the FY2016 NDAA (PL 114-92 Sec 523); allows the military services to establish programs in which officer and enlisted members may be temporarily transferred from the active component and into the Inactive Ready Reserves (IRR) for periods up to 3 years, returning to active duty at the end of the inactive duty period. During this period the members retain full health care benefits and base privileges while receiving stipends paid two times per month, each payment being one thirtieth of the monthly basic pay to which they would be otherwise entitled based on grade and years of service at the time of separation from active duty.

Part II - Justification Of Funds Requested

FY 2020 is based on end strength of 286,337 and 282,899 workyears. FY 2021 is based on end strength of 287,772 and 291,550 workyears. FY 2022 is based on end strength of 285,835 and 289,531 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2020 includes a 3.1% across the board payraise effective 1 January 2020. FY 2021 includes a 3.0% across the board payraise effective 1 January 2021. FY 2022 includes a 2.7% across the board payraise effective 1 January 2022.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Enlisted									
E-9 Master Chief Petty Officer	2,777	83,693.55	232,417	2,912	86,225.28	251,088	3,170	88,616.61	280,915
E-8 Senior Chief Petty Officer	7,107	66,373.98	471,720	7,661	68,381.79	523,873	8,300	70,278.26	583,310
E-7 Chief Petty Officer	22,166	56,640.31	1,255,489	22,679	58,353.68	1,323,403	23,132	59,972.03	1,387,273
E-6 1st Class Petty Officer	52,578	45,741.66	2,405,005	53,640	47,125.35	2,527,804	52,773	48,432.30	2,555,918
E-5 2nd Class Petty Officer	72,066	36,506.34	2,630,866	75,770	37,610.66	2,849,760	78,703	38,653.74	3,042,165
E-4 3rd Class Petty Officer	54,067	29,950.67	1,619,343	53,611	30,856.68	1,654,257	48,146	31,712.44	1,526,827
E-3 Seaman	43,726	24,918.71	1,089,596	45,553	25,672.50	1,169,459	47,307	26,384.49	1,248,171
E-2 Seaman Apprentice	15,802	23,485.09	371,111	16,366	24,195.51	395,984	14,913	24,866.54	370,835
E-1 Seaman Recruit	12,610	20,065.91	253,031	13,358	20,672.90	276,149	13,087	21,246.23	278,049
Total Basic Pay - Enlisted	282,899		10,328,578	291,550		10,971,777	289,531		11,273,463

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2022 Estimate	\$3,939,197
FY 2021 Estimate	\$3,815,241
FY 2020 Actual	\$3,192,238

Part I - Purpose And Scope

10 USC 1461 requires a fund (Department of Defense Military Retirement Fund), administered by the Secretary of the Treasury, to accumulate funds on an actuarially sound basis, liabilities of the DoD under military retirement and survivor benefit programs. The amounts paid into the Fund are paid from funds available for the pay of members of the armed forces under the jurisdiction of the Service Secretaries. The DoD Board of Actuaries determines the amount required to be deposited in the Fund each year.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

(a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

(b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 31.0% for FY 2020, 34.9% for FY 2021, and 35.1% for FY 2022. The part-time RPA is 24.4% for FY 2020, 26.9% for FY 2021 and 25.7% for FY 2022.

Cost computations are as follows:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	279,752	11,294.17	\$ 3,159,567	287,599	13,103.22	\$ 3,768,473	286,629	13,646.50	\$ 3,911,483
Reserve Component									
Retired Pay Accrual - Part Time	3,147	10,381.62	\$ 32,671	3,951	11,836.90	\$ 46,768	2,234	12,405.39	\$ 27,714
Total Retired Pay Accrual -Enlisted	282,899		\$ 3,192,238	291,550		\$ 3,815,241	288,863		\$ 3,939,197

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - Matching Contributions

FY 2022 Estimate	\$158,537
FY 2021 Estimate	\$129,121
FY 2020 Actual	\$83,485

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

		FY 2020		FY 2021		FY 2022	
	Number	Rate	Amount	Number	Rate	Amount	Number
							Rate
							Amount
Thrift Savings Plan - Enlisted	0		\$83,485	0		\$129,121	0
Total TSP Matching Contributions	0		\$83,485	0		\$129,121	0

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2022 Estimate	\$117,064
FY 2021 Estimate	\$103,709
FY 2020 Actual	\$103,996

Part I - Purpose And Scope

Funds requested provide for pay to enlisted personnel for the following types of duty (37 U.S.C. Chapter 5):

- (1) Critical Skill Incentive Pay (CSIP) (37 U.S.C. 353(a)) - Financial incentive to serve throughout a military career as an enlisted flyer. Monthly maximum rates range from \$150 to \$600 depending on years of aviation service.
- (2) Flying Duty Crew Members Pay (37 U.S.C. 351(a) (2)) - For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than career aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.
- (3) Flying Duty Non-Crew Members Pay (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments as other than crew members. Payment is a flat \$150 per month.
- (4) Submarine Duty Incentive Pay (SUBPAY) (37 U.S.C. 352) - Additional pay to increase Navy's ability to attract and retain volunteers for submarine duty and to compensate for the more than normally arduous character of such duty. SECNAV may set SUBPAY rates within a statutory cap of \$1,000 per month. Currently, Navy SUBPAY rates range from \$75 to \$835 per month.
- (5) Parachute Duty Pay (37 U.S.C. 351(a) (2)) - For performance of hazardous duty involving jumping and to attract members to volunteer for, and to continue performing, parachute duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which is \$225 per month.
- (6) Toxic Material Exposure Duty Pay (37 U.S.C. 351(a)(2)) - For hazardous duty involving frequent and regular exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (7) Pressure Chamber Duty Pay (37 U.S.C. 351(a)(2)) - For hazardous duty serving as human test subject in low/high pressure, acceleration/deceleration, or thermal stress chambers. Also intended to attract volunteers. Payment is a flat \$150 per month.
- (8) Demolition Duty Pay (37 U.S.C. 351(a)(2)) - For duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (9) Naval Special Warfare Skill Incentive Pay (SkIP). The Navy transitioned NSW Officers, special Warfare Operators and Special Warfare Boats Operators from Hazardous Duty Incentive Pay (HDIP) for parachute, dive and demolition pays to SkIP Effective June 1st, 2019.
- (10) Flight Deck Duty Pay (37 U.S.C. 351(a)(2)) - For more than normally dangerous duty involving participation in flight deck duty on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (11) Visit, Board, Search and Seizure (VBSS) - Maritime Interdiction Operations (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed on the basis of the average number of enlisted personnel who are eligible for payment. Average rates for submarine duty are those prescribed by law, based on average years of service by pay grade. Rates for flying duty crewmembers are prescribed by pay grade and years of service dates. All other hazardous pays are computed at the statutory rate of \$1,800 per workyear, except for those members performing high altitude/low opening jumps entitled to \$2,700 per workyear.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
Under 4 yrs	1,769	1,800.00	3,184	1,770	1,800.00	3,186	765	1,800.00	1,377
4 - 8 yrs	1,243	2,700.00	3,356	1,245	2,700.00	3,362	1,592	2,700.00	4,298
8 - 14 yrs	1,144	4,200.00	4,805	1,145	4,200.00	4,809	1,540	4,200.00	6,468
Over 14 yrs	943	4,800.00	4,526	944	4,800.00	4,531	1,083	4,800.00	5,198
Total - (1)	5,099		15,871	5,104		15,888	4,980		17,341
(2) Flying Duty - Non Career	2	3,000.00	6	3	3,000.00	9	20	3,000.00	60
(3)Non-Crew (HDIP)	47	1,800.00	85	31	1,800.00	56	32	1,800.00	58
(4) Submarine Pay									
E-9 Master Chief Petty Officer	187	7,128.00	1,333	188	7,128.00	1,340	180	7,200.00	1,296
E-8 Senior Chief Petty Officer	604	6,024.00	3,638	609	6,024.00	3,669	600	6,120.00	3,672
E-7 Chief Petty Officer	1,759	4,860.00	8,549	1,773	4,860.00	8,617	1,700	5,340.00	9,078
E-6 1st Class Petty Officer	3,806	4,464.00	16,990	3,836	4,464.00	17,124	3,980	5,040.00	20,059
E-5 2nd Class Petty Officer	5,106	2,868.00	14,644	5,147	2,868.00	14,762	5,160	3,214.00	16,584
E-4 3rd Class Petty Officer	3,538	1,512.00	5,349	3,566	1,512.00	5,392	3,750	1,725.00	6,469
E-3 Seaman	1,416	1,008.00	1,427	1,423	1,008.00	1,434	1,805	1,180.00	2,130
E-2 Seaman Apprentice	675	912.00	616	681	912.00	621	567	1,140.00	646
E-1 Seaman Recruit	417	900.00	375	420	900.00	378	325	1,020.00	332
Submarine Pay - Students	0		0	0		0	1,500	1,080.00	1,620
Total - (4)	17,508		52,921	17,643		53,337	19,567		61,886
(5)Parachute Jumping (Enl)	1,763	2,437.32	4,297	1,456	2,700.55	3,932	1,595	2,700.00	4,307
(6)Toxic Material Pay (Enl)	4	1,800.00	7	4	1,800.00	7	6	1,800.00	11
(7)Duty Inside HiLo Chamber (Enl)	67	1,800.00	121	69	1,800.00	124	63	1,800.00	113
(8)Demolition Duty (Enl)	3,167	1,800.00	5,701	3,036	1,800.07	5,465	3,175	1,800.00	5,715
(9)Naval Special Warfare Skill Incentive Pay (SKIP)	2,400	6,335.00	15,204	2,921	6,120.51	17,878	2,975	6,120.00	18,207
(10)Flight Deck Duty (Enl)	5,429	1,800.00	9,772	3,890	1,800.00	7,002	5,197	1,800.00	9,355
(11) Visit, Board, Search and Seizure Visit	6	1,800.00	11	6	1,800.00	11	6	1,800.00	11
Total - (11)	6		11	6		11	6		11
Total Incentive Pay For Hazardous Duty - Enlisted	35,492		103,996	34,163		103,709	37,616		117,064

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2022 Estimate	\$447,295
FY 2021 Estimate	\$416,857
FY 2020 Actual	\$379,464

Part I - Purpose And Scope

Funds requested provide for special pay to enlisted personnel as follows:

- (1) Career Sea Pay (37 U.S.C. 352) - A variable amount (up to \$750 monthly) paid to active duty enlisted service members assigned to sea duty; defined as duty performed while permanently or temporarily serving on a ship whose primary mission is accomplished underway or while serving as a member of the off-crew of a two-crew submarine. It's intended to improve retention of members in sea service skills and recognition of the greater-than-normal rigors of sea duty.
- (2) Career Sea Pay Premium (37 U.S.C. 352) - Paid in addition to Career Sea Pay for unusually long periods of continuous sea duty. An enlisted member entitled to Career Sea Pay, who has served 36 consecutive months of sea duty, becomes entitled to sea pay premium for the 37th and consecutive months. The current sea pay premium rate is \$200 per month.
- (3 - 4) Hardship Duty Pay (37 U.S.C. 352) - Additional compensation paid for performing specific missions at specific locations as designated by the SECDEF. The monthly max rate payable in law is \$1,500; current monthly rates being paid are \$50, \$100 and \$150.
- (5) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - Additional compensation paid to both Active Component (AC) and Reserve Component (RC) members for extended operational deployments. Personnel who are deployed beyond 220 consecutive days on an operational deployment become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (6) Hardship Duty Pay - Restriction of Movement (HDP-ROM) - paid to members who are ordered by their Commanding Officer (CO) to ROM for self-monitoring due to exposure or suspected exposure to COVID-19 and are directed to do so at a facility that is neither provided by the U.S. Government nor is their personal residence at the member's permanent duty station. Authorized payment of \$100 per day up to a maximum of \$1,500 per month.
- (7) Diving Duty Pay (37 U.S.C. 353(a)) - Paid to members who are assigned to diving duties and are required to maintain proficiency as a diver. Enlisted members are paid at a rate of not more than \$340 a month.
- (8) Overseas Tour Extension Incentive Pay (37 U.S.C. 352) - Paid to members in certain critical skill classifications serving at prescribed OCONUS locations, who upon completion of their tour of duty, execute an agreement to extend that tour for a period of not less than one year. The member is then entitled to special pay in either monthly installments, not to exceed \$80 per month or an annual bonus not to exceed \$2,000 per year.
- (9) Nuclear Officer Accession Bonus (37 U.S.C. 333(a)(1)) - A bonus, not to exceed \$50,000, paid to an individual upon acceptance for officer naval nuclear power training who agrees to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants.
- (10) Hostile Fire / Imminent Danger Pay (IDP) (37 U.S.C. 351) - Special pay for members subject to hostile fire, explosion of hostile mines and those on duty in foreign areas who, because of their role/visibility as a service member, are subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism or wartime conditions. Service members receive \$7.50 for each day serving in the IDP area, up to a maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.
- (11) Foreign Language Proficiency Bonus (37 U.S.C. 353(b)) - A bonus paid to members to become proficient or increase their proficiency in languages identified on the DoD Strategic Language List. Unless waived, certification of proficiency must be verified annually. The bonus paid may not exceed \$12,000 per one year certification period or paid in installments during the certification period.
- (12) Personal Money Allowance (37 U.S.C. 414c) - Allowance paid to the Master Chief Petty Officer of the Navy to defray expenses incurred in connection with official duties, \$2,000 a year.
- (13A) Assignment Incentive Pay (AIP) (37 U.S.C. 352) - An incentive paid to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$1,500.
- (13B) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 352) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2006 NDAA. The monthly statutory maximum payable is \$3,000.
- (13C) Bahrain AIP (37 U.S.C. 352) - a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 Jan 2006. Payment is a flat rate of \$1,000 per month.
- (13D) GTMO First Assignment (37 U.S.C. 352) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403) Effective March 01, 2007, sailors assigned to 12 month PCS tours as their first permanent duty assignment receive AIP in the amount of \$600/month. The funding source for the GTMO assignments has been moved to IA/GSA. The last remaining "GTMO first assignments" contracts, funded through AIP, have concluded and there will be no more payments made for this assignment under AIP.
- (13E) Sea Duty Incentive Pay (SDIP) (37 U.S.C. 352) - A financial incentive pay program for certain sailors to voluntarily remain on sea duty past their prescribed sea tour or curtail their shore duty to return early to sea duty. The monthly statutory maximum payable is \$1,500.
- (13F) NSWDC AIP (37 U.S.C. 352) - The Naval Special Warfare Development Group (NSWDG) AIP program was established on February 9, 2007. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC billet for less than 3 years since completion of the required training receive AIP at \$750 per month and those assigned to a designated NSWDC billet for 3 years or more since completion of the required training receive AIP at \$1,000 per month.

(13G) NSWDC CS AIP (37 U.S.C. 352) - The Naval Special Warfare Development Group (NSWDG) Combat Support AIP program was established on April 5, 2012. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC CS billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWDC CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWDC billet for 3 years or more receive AIP at \$750 per month.

(14) Explosive Ordnance Disposal (EOD) CSRB (37 U.S.C. 355(a)) - Retention incentive used to address critical EOD military skill retention. Payable to an enlisted member who reenlists or voluntarily extends for a period of at least one year. Maximum \$200,000 in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(15) Enlisted Supervisor Retention Pay CSRB (37 U.S.C. 355(a)) - Retention incentive used to address critical military skill retention. Payable to an enlisted member who reenlists or voluntarily extends for a period of at least one year. Maximum \$200,000 in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(16) Special Warfare SOCOM CSRB (37 U.S.C. 355(a)) - Financial incentive to address skill-specific retention problems. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 30 years of active duty. Included is Naval Special Warfare Senior Enlisted and Chief Warrant Officer Critical Skills Retention Bonus to eligible service members of up to \$160,000 for a 7 year service commitment, with a maximum annual bonus payment of \$30,000 per year to qualified members.

(17) Combat-related Injury Rehabilitation Pay (37 U.S.C. 328) - Monthly special pay to a member of the armed forces who, while in the line of duty, incurs a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and is evacuated from theater of the combat operation or combat zone for medical treatment. Payment terminates at the end of the first month during which any of the following occurs: (1) the member is paid a benefit under the traumatic injury rider of the Service members' Group Life Insurance Program; (2) the member receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification; (3) the member is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system. The amount of the special pay is \$430.

(18) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	592	8,027.03	4,752	608	8,191.90	4,981	607	8,339.35	5,062
E-8 Senior Chief Petty Officer	1,691	7,639.86	12,919	1,738	7,792.62	13,544	1,735	7,932.89	13,764
E-7 Chief Petty Officer	5,838	6,762.93	39,482	6,003	6,897.26	41,404	5,990	7,021.41	42,058
E-6 1st Class Petty Officer	12,923	4,994.22	64,540	13,286	5,094.10	67,680	13,257	5,185.80	68,748
E-5 2nd Class Petty Officer	22,744	3,086.00	70,188	23,382	3,147.74	73,600	23,331	3,204.40	74,762
E-4 3rd Class Petty Officer	23,176	1,843.78	42,731	23,828	1,880.65	44,812	23,775	1,914.50	45,517
E-3 Seaman	15,217	766.77	11,668	15,645	782.11	12,236	15,611	796.19	12,429
E-2 Seaman Apprentice	6,080	625.00	3,800	6,250	637.51	3,984	6,237	648.55	4,045
E-1 Seaman Recruit	2,179	599.82	1,307	2,240	611.62	1,370	2,235	622.63	1,392
Total Career Sea Pay (Enlisted)	90,440		251,387	92,980		263,611	92,778		267,777
(2) Premium Sea Pay (Enlisted)	14,205	2,400.00	34,092	14,604	2,400.00	35,050	14,572	2,400.00	34,973
Total (1)-(2)	104,645		285,479	107,584		298,661	107,350		302,750
(3) HDP Mission (Enl)	3	1,800.00	6	2,031	1,800.00	3,656	2,027	1,800.00	3,649
(4) HDP Location (Enl)									
Location #1	0		0	0		0	0		0
Location #2	7,061	1,200.00	8,473	7,061	1,200.00	8,473	7,046	1,200.00	8,455
Location #3	0		0	0		0	0		0
Total - (4)	7,061		8,473	7,061		8,473	7,046		8,455
Total (3)-(4)	7,064		8,479	9,092		12,129	9,073		12,104

(5)HDP Tempo (Enl)	Number 1,103	Rate 6,000.00	Amount 6,618	Number 1,134	Rate 6,000.00	Amount 6,804	Number 1,131	Rate 6,000.00	Amount 6,786
(6) Hardship Duty Pay - Restriction of Movement (ROM)	203	18,000.00	3,650	504	18,000.00	9,063			
(7)Diving Duty Pay (Enl)	3,464	2,663.68	9,227	3,406	2,656.19	9,047	2,000	4,585.58	9,171
(8)Overseas Extension Pay (Enl)	666	2,000.00	1,332	685	2,000.00	1,370	683	2,000.00	1,366
(9)Nuclear Accession Bonus (Enl)	108	15,000.00	1,620	232	15,000.00	3,480	225	15,000.00	3,375
(10)Imminent Danger Pay (Enl)	1,573	2,700.00	4,247	1,617	2,700.00	4,366	1,614	2,700.00	4,358
(11)Foreign Language Proficiency Pay (Enl)	3,796	3,473.66	13,186	4,252	3,237.30	13,765	4,085	3,406.13	13,914
(12)Personal Money Allowance (PMA)	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2
(13) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	701	6,520.68	4,571	594	7,414.14	4,404	1,453	9,539.02	13,860
B. SOCOM Assignment Incentive Pay	0		0	0		0	0		0
C. Bahrain AIP	0		0	0		0	0		0
D. GTMO First Assignment	0		0	0		0	0		0
E. SDIP	546	11,589.74	6,328	899	15,590.66	14,016	1,708	15,493.00	26,462
F. NSW DG AIP	262	11,862.60	3,108	260	11,515.38	2,994	462	11,511.00	5,318
G. NSW DG CS AIP	133	6,766.92	900	134	6,470.15	867	268	6,448.00	1,728
Total - (13)	1,642		14,907	1,887		22,281	3,891		47,368
(14) EOD CSRB									
Initial	11	78,181.82	860	28	117,857.14	3,300	35	120,000.00	4,200
Anniversary	0		0	0		0	0		0
Total - (14)	11		860	28		3,300	35		4,200
(15) Enlisted Supervisor Retention Pay CSRB									
Initial	456	36,287.28	16,547	375	38,645.33	14,492	450	39,784.00	17,903
Anniversary	1,261	8,577.32	10,816	1,355	9,357.20	12,679	1,577	9,929.00	15,658
Total - (15)	1,717		27,363	1,730		27,171	2,027		33,561
(16)Special Warfare SOCOM CSRB	44	56,681.82	2,494	115	47,111.11	5,418	72	115,833.00	8,340
(17)Combat Injury	0		0	0		0	0		0
(18)Continuation Pay	0		3,410	0		4,880	0		7,772
Total Special Pay - Enlisted	126,037		379,464	132,267		416,857	132,187		447,295

**MILITARY PERSONNEL, NAVY
ENLISTED SUPERVISOR RETENTION PAY
(In Thousands of Dollars)**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	1,261	\$ 10,816	850	\$ 7,950	647	\$ 5,740	325	\$ 2,760	128	\$ 1,073				
FY 2020 Initial Anniversary	456	\$ 16,547	505	\$ 4,729	480	\$ 4,878	418	\$ 4,182	254	\$ 2,265	96	\$ 1,045		
FY 2021 Initial Anniversary			375	\$ 14,492	450	\$ 5,040	450	\$ 4,867	419	\$ 4,171	270	\$ 2,260	135	\$ 1,043
FY 2022 Initial Anniversary					450	\$ 17,903	450	\$ 5,192	450	\$ 5,013	419	\$ 4,297	270	\$ 2,327
FY 2023 Initial Anniversary							450	\$ 18,440	450	\$ 5,348	450	\$ 5,163	419	\$ 4,426
FY 2024 Initial Anniversary									480	\$ 20,259	480	\$ 5,875	480	\$ 5,673
FY 2025 Initial Anniversary											450	\$ 19,563	450	\$ 5,673
FY 2026 Initial Anniversary													450	\$ 20,150
Initial Payments	456	16,547	375	14,492	450	17,903	450	18,440	480	20,259	450	19,563	450	20,150
Anniversary Payments	1,261	10,816	1,355	12,679	1,577	15,658	1,643	17,001	1,701	17,870	1,715	18,640	1,754	19,142
Total	1,717	27,363	1,730	27,171	2,027	33,561	2,093	35,441	2,181	38,129	2,165	38,203	2,204	39,292

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2022 Estimate	\$102,163
FY 2021 Estimate	\$102,964
FY 2020 Actual	\$102,458

Part I - Purpose And Scope

Special duty assignment pay (SDAP) - 37 U.S.C. 352 provides for payments to enlisted personnel to obtain a sufficient number of qualified volunteers to sustain adequate manning levels in designated special duty assignments.

Part II - Justification Of Funds Requested

The estimate is based on the average number of personnel required in the following skills:

USNS shipboard personnel	Air traffic controllers	ASW/Air intercept controller/supervisors	FMF HM
Personnel Resource Development Office	Air/Surface Rescue Swimmer	ASW/ASUW tact air ctrl (ASTAC)	Attache
JCS Comm Unit	TACAMO and C130 Flt Engineers	Harbor pilots	Independent duty hospital corpsmen
Joint Special Operations Personnel	Tactical CI/HUMINT Analyst	SEAL/SWCC	Acoustic intelligence specialist
JCU billets	LCAC Operator & Supp	Divers	Sub Anav
DTRA/OSIA	LCAC Engineers	EOD Technician	SLBM Tech
White House Communication Personnel	Gas Turbine, Deisel, and Stream Plant Inspectors	NSW Parachute Ranger	Sub CCC
White House Support Command	NDT Examiner	DCS Courier	Sub LAN Admin
Ceremonial Guard	AEIGS Combant Syst maintenance supp	TIO Operator/Analysts	Underwater Construction personnel
Command Master Chiefs/Chief of the Boat	Shipboard Tactical data system technician	Recruiters	Nuclear propulsion plant operators/supervisor
White House Situation Room	C-9 Crew Chief	Recruit Command personnel	Mobile Utility Support Equipment Op.
NSW IT/ET Support	3MC	Ship Eng. Plant MGR	SWF/MA Security Forces

Career recruiters are Navy's professional sales force of proven recruiters, responsible for the training and supervision of fleet sailors assigned to recruiting duty.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-6 (\$450)	5,914	5,400.00	31,936	5,943	5,400.00	32,092	5,822	5,400.00	31,439
SD-5 (\$375)	3,249	4,500.00	14,621	3,265	4,500.00	14,693	3,199	4,500.00	14,396
SD-4 (\$300)	2,377	3,600.00	8,557	2,389	3,600.00	8,600	2,341	3,600.00	8,428
SD-3 (\$225)	2,794	2,700.00	7,544	2,808	2,700.00	7,582	2,615	2,700.00	7,061
SD-2 (\$150)	10,762	1,800.00	19,372	10,816	1,800.00	19,469	10,595	1,800.00	19,071
SD-1 (\$75)	3,529	900.00	3,176	3,547	900.00	3,192	3,474	900.00	3,127
Total - (1)	28,625		85,206	28,768		85,628	28,046		83,522
(2) Recruiter									
Recruiter (\$150)	492	1,800.00	886	494	1,800.00	889	445	1,800.00	801
Recruiter (\$225)	85	2,700.00	230	85	2,700.00	230	82	2,700.00	221
Recruiter (\$300)	77	3,600.00	277	77	3,600.00	277	76	3,600.00	274
Recruiter (\$375)	55	4,500.00	248	55	4,500.00	248	54	4,500.00	243
Recruiter (\$450)	2,891	5,400.00	15,611	2,906	5,400.00	15,692	3,167	5,400.00	17,102
Total - (2)	3,600		17,252	3,617		17,336	3,824		18,641
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	32,225		102,458	32,385		102,964	31,870		102,163

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2022 Estimate	\$370,578
FY 2021 Estimate	\$363,733
FY 2020 Actual	\$325,342

Part I - Purpose And Scope

Reenlistment Bonus (37 U.S.C. 308) - provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs payable to an individual with between twenty-one months and sixteen years active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of eighteen years is not used in the computation. The maximum payment is \$90,000. While there is authority for \$90,000 payment, the Navy has no plans of making a payment of this amount.

Part II - Justification Of Funds Requested

Twenty most undermanned critical skills:

Aviation Boatswain's Mate (Launching & Recovery Equipment, Fuels, Aircraft Handling) (ABE, ABF, ABH)
Aviation Structural Mechanic (AM)
Aviation Ordnanceman (AO)
Boatswain's Mate (BM)
Cryptologic Technician Interpretive, Maintenance (CTI, CTM)
Cryptologic Technician Network, Collection (CTN, CTR)
Explosive Ordnance Disposal (EOD)
Fire Controlman (FC)
Fire Control Technician (FT)
Hospital Corpsman (HM)

Information Systems Technician (IT)
Intelligence Specialist (IS)
Navy Diver (ND)
Nuclear Program (EM, ET, MM)
Operations Specialist (OS)
SeaBees (CB)
Special Operations (SO)
Special Operations Boat (SB)
Sonar Technician Surface (STG)
Sonar Technician Submarine (STS)

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	9,467	18,381.85	174,021	11,235	17,916.60	201,293	9,598	19,941.91	191,402
Anniversary	41,824	3,618.04	151,321	42,483	3,823.65	162,440	45,270	3,957.94	179,176
Distribution	0		0	0		0	0		0
Total - (1)	51,291		325,342	53,718		363,733	54,868		370,578
Total Reenlistment Bonus - Enlisted	51,291		325,342	53,718		363,733	54,868		370,578

**MILITARY PERSONNEL, NAVY
SELECTIVE REENLISTMENT BONUS
(In Thousands of Dollars)**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	41,824	\$ 151,320	31,156	\$ 119,130.5	24,089	\$ 84,487	14,861	\$ 50,077	6,369	\$ 21,616				
FY 2020 Initial Anniversary	9,467	\$ 174,020	11,327	\$ 43,309.5	9,490	\$ 42,687	8,912	\$ 39,500	6,267	\$ 28,441	4,457	\$ 18,761		
FY 2021 Initial Anniversary			11,235	\$ 201,293.0	11,691	\$ 52,002	11,533	\$ 50,548	10,826	\$ 46,764	7,614	\$ 33,676	5,415	\$ 22,215
FY 2022 Initial Anniversary					9,598	\$ 191,402	10,429	\$ 49,991	10,285	\$ 48,589	9,656	\$ 44,956	6,791	\$ 32,372
FY 2023 Initial Anniversary							9,687	\$ 199,132	9,450	\$ 48,228	9,321	\$ 46,878	8,750	\$ 43,370
FY 2024 Initial Anniversary									10,185	\$ 215,075	9,936	\$ 52,090	9,800	\$ 50,630
FY 2025 Initial Anniversary											12,202	\$ 244,110	11,904	\$ 59,122
FY 2026 Initial Anniversary													12,617	\$ 256,107
Initial Payments	9,467	174,020	11,235	201,293	9,598	191,402	9,687	199,132	10,185	215,075	12,202	244,110	12,617	256,107
Anniversary Payments	41,824	151,320	42,483	162,440	45,270	179,176	45,735	190,116	43,197	193,638	40,984	196,361	42,660	207,709
Total	51,291	325,340	53,718	363,733	54,868	370,578	55,422	389,248	53,382	408,713	53,186	440,471	55,277	463,816

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2022 Estimate	159,852
FY 2021 Estimate	168,405
FY 2020 Actual	149,087

Part I - Purpose And Scope

Funds requested provide for an enlistment bonus (37 U.S.C. 309) - payable to a member who enlists for a minimum of four years in a designated skill and/or a specified accession month. Payments to Sailors occur when the job training is complete. Average longest training time is 24 months after graduating boot camp.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Training pipelines that are completed in the same year the member began active duty are paid as "new pay". Those that are completed in a future year are paid as "residual pay". The enlistment bonus will further enhance recruiting efforts to enlist personnel to serve in skill areas designated as critical.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	6,286	5,980.36	37,593	2,175	6,731.95	14,642	4,750	5,111.00	24,277
Residuals	22,372	4,983.63	111,494	27,209	5,651.18	153,763	23,990	5,651.30	135,575
Total - (1)	28,658		149,087	29,384		168,405	28,740		159,852
Total Enlistment Bonus - Enlisted	28,658		149,087	29,384		168,405	28,740		159,852

**MILITARY PERSONNEL, NAVY
ENLISTMENT BONUS
(In Thousands of Dollars)**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2019 and previous Anniversary	22,372	\$ 111,494												
FY 2020 Initial Anniversary	6,286	\$ 37,593	27,209	\$ 153,763										
FY 2021 Initial Anniversary			2,175	\$ 14,642	23,990	\$ 135,575								
FY 2022 Initial Anniversary					4,750	\$ 24,277	23,990	\$ 135,570						
FY 2023 Initial Anniversary							4,750	\$ 24,277	23,990	\$ 134,353				
FY 2024 Initial Anniversary									4,750	\$ 24,277	23,990	\$ 134,353		
FY 2025 Initial Anniversary											5,000	\$ 28,500	23,990	\$ 133,929
FY 2026 Initial Anniversary													5000	\$ 32,277
Initial Payments	6,286	37,593	2,175	14,642	4,750	24,277	4,750	24,277	4,750	24,277	5,000	28,500	5,000	32,277
Anniversary Payments	22,372	111,494	27,209	153,763	23,990	135,575	23,990	135,570	23,990	134,353	23,990	134,353	23,990	133,929
Total	28,658	149,087	29,384	168,405	28,740	159,852	28,740	159,847	28,740	158,630	28,990	162,853	28,990	166,206

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2022 Estimate	\$7,105
FY 2021 Estimate	\$4,425
FY 2020 Actual	\$1,457

Part I - Purpose And Scope

The Loan Repayment Program (LRP) is authorized by 10 U.S.C. 2171; Education loan repayment program: enlisted members on active duty in specified military specialties. The LRP is one of several Navy enlistment education incentive programs designed to pay federally guaranteed student loans, repaying qualified loans in good standing up to a maximum ceiling of \$65,000.

Part II - Justification Of Funds Requested

The LRP is a major enlistment incentive program to attract recruits that have some college.

Fund requirements for this incentive program are provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College Loan Repayment (Enl)	121	12,041.32	1,457	344	12,863.37	4,425	554	12,824.91	7,105
Total Loan Repayment Program	121		1,457	344		4,425	554		7,105

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2022 Estimate	\$5,389,738
FY 2021 Estimate	\$5,074,594
FY 2020 Actual	\$4,836,247

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to Service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected fiscal year rate increases of 3.5% for FY 2020, 3.2% for FY 2021 and 4.0% for FY 2022. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Calendar Year 2020 average inflation rate is 3.4 percent. The January 1, 2021 and January 1, 2022 average BAH inflation rate assumption are respectively, 3.1 percent and 4.3 percent on-average.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,373	30,179.07	71,615	2,477	31,144.80	77,146	2,784	32,390.59	90,175
E-8 Senior Chief Petty Officer	5,948	28,811.97	171,374	6,388	29,733.95	189,940	7,145	30,923.31	220,947
E-7 Chief Petty Officer	17,592	28,189.69	495,913	17,764	29,091.76	516,786	18,695	30,255.43	565,625
E-6 1st Class Petty Officer	35,899	27,109.79	973,214	36,418	27,977.30	1,018,877	36,911	29,096.40	1,073,977
E-5 2nd Class Petty Officer	32,080	24,092.88	772,900	33,683	24,863.85	837,489	36,134	25,858.41	934,368
E-4 3rd Class Petty Officer	16,307	22,813.42	372,018	16,422	23,543.45	386,631	15,197	24,485.19	372,101
E-3 Seaman	8,978	22,927.68	205,845	9,509	23,661.37	224,996	10,193	24,607.82	250,828
E-2 Seaman Apprentice	1,881	22,619.23	42,547	1,969	23,343.05	45,962	1,852	24,276.77	44,961
E-1 Seaman Recruit	909	22,552.61	20,500	950	23,274.29	22,111	961	24,205.27	23,261
Total BAH Domestic - Enlisted with Dependents	121,967		3,125,926	125,580		3,319,938	129,872		3,576,243
(2) BAH Differential (ENL)	438	3,030.93	1,328	469	3,122.62	1,465	466	3,209.27	1,496
Total (1)-(2)	122,405		3,127,254	126,049		3,321,403	130,338		3,577,739
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	205	25,690.51	5,267	214	26,512.61	5,674	233	27,573.11	6,425
E-8 Senior Chief Petty Officer	563	25,630.68	14,430	611	26,450.86	16,161	662	27,508.90	18,211
E-7 Chief Petty Officer	2,571	24,096.33	61,952	2,308	24,867.41	57,394	2,359	25,862.11	61,009
E-6 1st Class Petty Officer	11,757	22,755.28	267,534	11,148	23,483.45	261,794	10,960	24,422.79	267,674
E-5 2nd Class Petty Officer	29,712	20,976.94	623,267	30,206	21,648.20	653,906	31,394	22,514.13	706,809
E-4 3rd Class Petty Officer	15,243	17,262.84	263,137	14,691	17,815.25	261,724	13,168	18,527.86	243,975
E-3 Seaman	5,483	17,304.08	94,878	5,592	17,857.81	99,861	5,807	18,572.12	107,848
E-2 Seaman Apprentice	824	18,000.66	14,833	844	18,576.68	15,679	769	19,319.75	14,857
E-1 Seaman Recruit	99	30,137.09	2,984	117	31,101.48	3,639	115	32,345.54	3,720
Total BAH Domestic - Enlisted without Dependents	66,457		1,348,282	65,731		1,375,832	65,467		1,430,528
(4) BAH Domestic Partial (Enlisted)									

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E-9 Master Chief Petty Officer			0	1	223.20	0	1	223.20	0
E-8 Senior Chief Petty Officer	6	183.60	1	7	183.60	1	8	183.60	1
E-7 Chief Petty Officer	29	144.00	4	28	144.00	4	29	144.00	4
E-6 1st Class Petty Officer	172	118.80	20	176	118.80	21	173	118.80	21
E-5 2nd Class Petty Officer	3,153	104.40	329	3,363	104.40	351	3,493	104.40	365
E-4 3rd Class Petty Officer	20,200	97.20	1,963	19,865	97.20	1,931	17,840	97.20	1,734
E-3 Seaman	28,651	93.64	2,683	29,666	93.64	2,778	30,808	93.64	2,885
E-2 Seaman Apprentice	12,913	86.40	1,116	13,253	86.40	1,145	12,077	86.40	1,043
E-1 Seaman Recruit	10,832	82.80	897	11,634	82.80	963	11,398	82.80	944
Total BAH Domestic Partial (Enlisted)	75,956		7,013	77,993		7,194	75,827		6,997
(5) BAH Domestic Inadequate (Enl)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer			0			0			0
E-7 Chief Petty Officer			0			0			0
E-6 1st Class Petty Officer			0			0			0
E-5 2nd Class Petty Officer			0			0			0
E-4 3rd Class Petty Officer			0			0			0
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total BAH Domestic Inadequate (Enl)	0		0	0		0	0		0
Total (3)-(5)	142,413		1,355,295	143,724		1,383,026	141,294		1,437,525
Total - Domestic	264,818		4,482,549	269,773		4,704,429	271,632		5,015,264
(6) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	84	36,112.15	3,033	88	36,116.12	3,178	96	36,766.21	3,530
E-8 Senior Chief Petty Officer	249	34,724.25	8,646	267	34,728.07	9,272	290	35,353.17	10,252
E-7 Chief Petty Officer	945	34,250.91	32,367	961	34,254.68	32,919	980	34,871.26	34,174
E-6 1st Class Petty Officer	1,993	33,908.62	67,580	2,018	33,912.35	68,435	1,976	34,522.77	68,217
E-5 2nd Class Petty Officer	1,701	31,479.41	53,546	1,937	31,482.87	60,982	1,839	32,049.56	58,939
E-4 3rd Class Petty Officer	412	30,244.54	12,461	389	30,247.87	11,766	349	30,792.33	10,747
E-3 Seaman	83	29,509.35	2,449	81	29,512.60	2,391	85	30,043.82	2,554
E-2 Seaman Apprentice	6	27,731.90	166	6	27,734.95	166	6	28,234.18	169
E-1 Seaman Recruit			0			0			0
Total BAH Overseas - Enlisted with Dependents	5,473		180,248	5,747		189,109	5,621		188,582
(7) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	15	32,830.81	492	16	32,834.42	525	17	33,425.44	568
E-8 Senior Chief Petty Officer	78	30,822.14	2,404	84	30,825.53	2,589	91	31,380.39	2,856
E-7 Chief Petty Officer	293	30,918.02	9,059	301	30,921.42	9,307	307	31,478.01	9,664

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E-6 1st Class Petty Officer	1,272	28,630.33	36,418	1,325	28,633.48	37,939	1,304	29,148.88	38,010
E-5 2nd Class Petty Officer	3,600	27,118.66	97,627	3,813	27,121.64	103,415	3,961	27,609.83	109,363
E-4 3rd Class Petty Officer	951	24,744.23	23,532	936	24,746.95	23,163	840	25,192.40	21,162
E-3 Seaman	144	22,965.22	3,307	151	22,967.75	3,468	157	23,381.17	3,671
E-2 Seaman Apprentice	21	22,455.64	472	22	22,458.11	494	20	22,862.36	457
E-1 Seaman Recruit	8	17,331.64	139	9	17,333.55	156	8	17,645.55	141
Total BAH Overseas - Enlisted without Dependents	6,382		173,450	6,657		181,056	6,705		185,892
Total (6)-(7)	11,855		353,698	12,404		370,165	12,326		374,474
Total - Overseas	11,855		353,698	12,404		370,165	12,326		374,474
Total Basic Allowance For Housing - Enlisted	276,673		4,836,247	282,177		5,074,594	283,958		5,389,738

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2022 Estimate	\$292,892
FY 2021 Estimate	\$287,894
FY 2020 Actual	\$269,035

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 403 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for Cost of Living Allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl)									
COLA	42,256	5,758.94	243,350	44,761	5,740.93	256,970	44,297	5,900.14	261,359
Total - (1)	42,256		243,350	44,761		256,970	44,297		261,359
(2) Temporary Lodging (Enl)									
Temporary Lodging	20,244	1,268.75	25,685	23,966	1,290.32	30,924	24,006	1,313.55	31,533
Total - (2)	20,244		25,685	23,966		30,924	24,006		31,533
Total Station Allowance, Overseas - Enlisted	62,500		269,035	68,727		287,894	68,303		292,892

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA) - Enlisted

FY 2022 Estimate	\$2,908
FY 2021 Estimate	\$2,843
FY 2020 Actual	\$2,320

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to sailors who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage (37 U.S.C. 403b).

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Detailed cost computations are provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)CONUS COLA	1,625	1,427.56	2,320	1,933	1,470.74	2,843	1,924	1,511.53	2,908
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	1,625		2,320	1,933		2,843	1,924		2,908

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2022 Estimate	\$186,434
FY 2021 Estimate	\$190,650
FY 2020 Actual	\$204,359

Part I - Purpose And Scope

Funds requested will provide enlisted personnel with prescribed clothing as authorized by the Secretary of Defense under provisions of (37 U.S.C. 418). Included are:

(1 - 2) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent orders.

(3 - 5) Basic maintenance allowance is payable to members upon completion of six months active duty and accrues during the remainder of the first three years of continuous service. Standard or special maintenance allowance is payable to a member upon completion of 36 months of active duty and continues during the remainder of continuous service.

(6) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.

(7) Up-Front Purchases - to be used for stocking of new items.

Part II - Justification Of Funds Requested

Initial clothing allowances are based on planned numbers of accessions by type of accession at rates prescribed by the Secretary of Defense. Clothing maintenance allowances are computed based on past experience for number of members entitled and rates prescribed by the Secretary of Defense. Supplementary clothing allowances are based on numbers planned for assignment to qualifying special duties multiplied by the rates prescribed by the Secretary of Defense.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	30,181	1,887.49	56,966	26,193	1,902.88	49,842	23,325	1,937.13	45,184
Female	9,448	2,024.10	19,124	8,688	2,103.90	18,279	7,775	2,141.77	16,652
Prior Service	143	1,800.14	257	286	1,832.54	524	400	1,865.53	746
OCS Newport	216	1,859.45	402	225	1,910.49	430	217	1,944.61	422
On Advancement E7	4,253	1,057.03	4,496	4,751	1,102.88	5,240	4,430	1,122.73	4,974
Navy Unit Bands	223	1,059.21	236	223	1,106.46	247	223	1,126.37	251
Total - (1)	44,464		81,481	40,366		74,562	36,370		68,229
(2)Enlisted Civilian Clothing	1,006	735.84	740	1,038	750.60	779	1,038	764.11	793
Total (1)-(2)	45,470		82,221	41,404		75,341	37,408		69,022
(3) Replacement Allowances (Basic)									
Male	56,743	356.40	20,223	58,478	324.00	18,947	58,492	329.83	19,292
Female	17,859	352.80	6,301	18,405	327.60	6,029	18,409	333.50	6,139
Total - (3)	74,602		26,524	76,883		24,976	76,901		25,431
(4) Replacement Allowances (Std)									
Male	129,740	511.20	66,323	133,707	464.40	62,094	133,739	472.76	63,226
Female	30,689	504.00	15,467	31,628	468.00	14,802	31,636	476.42	15,072
Total - (4)	160,429		81,790	165,335		76,896	165,375		78,298
(5) Replacement Allowances (Special)									
Male	16,584	655.20	10,866	17,091	622.80	10,644	17,095	634.01	10,838
Female	2,104	658.80	1,386	2,169	540.00	1,171	2,170	549.72	1,193
Total - (5)	18,688		12,252	19,260		11,815	19,265		12,031

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (3)-(5)	253,719		120,566	261,478		113,687	261,541		115,760
(6)Supplementary Clothing (Enl)	7,145	220.00	1,572	7,373	220.00	1,622	7,375	223.96	1,652
(7)Up-Front Purchases	0		0	0		0	0		0
Total Clothing Allowance - Enlisted	306,334		204,359	310,255		190,650	306,324		186,434

(In Thousands of Dollars)			
Project: Family Separation Allowance - Enlisted			
		FY 2022 Estimate	\$71,268
		FY 2021 Estimate	\$59,067
		FY 2020 Actual	\$57,285

Part I - Purpose And Scope

- Funds requested provide an allowance to enlisted members with dependents (37 U.S.C. 427) for added separation expenses when the requirements listed below are met:
- (1) The movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station.
 - (2) The member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days.
 - (3) The member is on temporary duty or temporary additional duty away from his permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary duty or temporary additional duty station.

Part II - Justification Of Funds Requested

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	4,663	3,000.00	13,989	4,808	3,000.00	14,424	5,802	3,000.00	17,406
(2)FSA - S (Onboard > 30 days)	6,329	3,000.00	18,987	6,526	3,000.00	19,578	7,874	3,000.00	23,622
(3)FSA - T (TDY > 30 days)	8,103	3,000.00	24,309	8,355	3,000.00	25,065	10,080	3,000.00	30,240
Total (1)-(3)	19,095		57,285	19,689		59,067	23,756		71,268
Total Family Separation Allowance - Enlisted	19,095		57,285	19,689		59,067	23,756		71,268

Project: Special Compensation for Assistance with Activities of Daily Living - Enlisted			(In Thousands of Dollars)		
				FY 2022 Estimate	\$122
				FY 2021 Estimate	\$154
				FY 2020 Actual	\$141

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	22	6,400.00	141	24	6,400.00	154	19	6,400.00	122
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	22		141	24		154	19		122

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2022 Estimate	\$106,949
FY 2021 Estimate	\$102,342
FY 2020 Actual	\$94,063

Part I - Purpose And Scope

Funds requested will provide for the following separation payments:

(1) Lump Sum Terminal Leave Payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C 701. Funding request includes a legislative proposal to allow service members to sell back leave in conjunction with reenlistment, not just within three months prior to expiration of active service.

(2) Severance Pay Disability - Payment to members separated (not retired) for physical disability under provisions of 10 U.S.C. 1212.

(3) Involuntary - Half Severance Pay is 5% of the product of member years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntary separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.

Involuntary - Full Severance Pay is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.

(4) Voluntary - Force shaping separation incentives for military members in selected over manned skills:
a. a lump sum payment for members who have at least six years of service.
b. an annuity and lump sum payment to members who have at least fifteen years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

(5) Discharge Gratuity donation not to exceed \$25, to member separated with a dishonorable, bad conduct, or undesirable discharge for reasons of security, unfitness etc., under provisions of (10 U.S.C. 771a).

(6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2020, FY 2021, and FY 2022 include a 3.1%, 3.0% , and 2.7% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2020				FY 2021				FY 2022			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9 Master Chief Petty Officer	318	19	4,373.92	1,391	383	19	4,506.23	1,726	375	19	4,631.20	1,737
E-8 Senior Chief Petty Officer	904	17	3,117.67	2,818	711	17	3,211.98	2,284	950	17	3,301.06	3,136
E-7 Chief Petty Officer	2,010	20	3,064.54	6,160	1,957	20	3,157.24	6,179	2,040	20	3,244.80	6,619
E-6 1st Class Petty Officer	3,161	24	2,955.13	9,341	4,454	24	3,044.52	13,560	4,248	24	3,128.96	13,292
E-5 2nd Class Petty Officer	6,623	20	2,007.64	13,297	7,301	20	2,068.37	15,101	7,657	20	2,125.73	16,277
E-4 3rd Class Petty Officer	5,088	23	1,887.58	9,604	5,615	23	1,944.68	10,919	5,890	23	1,998.61	11,772
E-3 Seaman	2,366	36	2,437.20	5,766	2,367	36	2,510.93	5,943	2,665	36	2,580.56	6,877
E-2 Seaman Apprentice	999	32	2,035.91	2,034	934	32	2,097.50	1,959	969	32	2,155.67	2,089
E-1 Seaman Recruit	892	29	1,584.98	1,414	1,107	29	1,632.93	1,808	1,095	29	1,678.21	1,838
Total Lump Sum Terminal Leave Payments	22,361	0		51,825	24,829	0		59,479	25,889	0		63,637
(2) Severance Pay, Disability (Enl)												
Severance Pay	323		39,727.55	12,832	323		40,487.66	13,078	323		41,216.44	13,313
Total - (2)	323			12,832	323			13,078	323			13,313
(3) Severance Pay												
Invol - Full Pay	567		36,767.20	20,847	567		37,533.89	21,282	567		38,209.50	21,665
Invol - Half Pay	393		18,216.28	7,159	393		18,581.94	7,303	393		18,916.41	7,434
Total - (3)	960			28,006	960			28,585	960			29,099
(4) Voluntary Separation (Enl)												
VSP	0			0	0			0	0			0
VSI Trust Fund	0			1,400	0			1,200	0			900
Total - (4)	0			1,400	0			1,200	0			900
(5) Discharge Gratuity	0			0	0			0	0			0
(6) TERA	0			0	0			0	0			0
Total Separation Payments - Enlisted	23,644			94,063	26,112			102,342	27,172			106,949

(In Thousands Of Dollars)

Project: Social Security Tax - Employer's Share - Enlisted

FY 2022 Estimate \$862,420
FY 2021 Estimate \$839,342
FY 2020 Actual \$785,545

Part I - Purpose And Scope

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	282,899	2,776.77	785,545	291,550	2,878.90	839,342	289,531	2,978.68	862,420
Total Social Security Tax - Employer's Share - Enlisted	282,899		785,545	291,550		839,342	289,531		862,420

Budget Activity 3

Pay and Allowances of Cadets/Midshipmen

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Midshipmen
(In Thousands of Dollars)

Total FY 2021 Direct Program			Amount 101,933
Increases			
Pricing Increases			
Strength Related			1,872
Annualization of FY 2021 Pay Raise 3% (Effective 1 January 2021)		495	
Basic Pay	460		
FICA	35		
Increase due to Pay Raise of 2.7% (Effective 1 January 2022)		1,377	
Basic Pay	1,280		
FICA	97		
Inflation Rate		0	
Other Pricing Increases			0
Increases due to Reimbursables			0
Total Pricing Increases			1,872
Program Increases			
Strength Related			0
Other Program Increases			0
Total Program Increases			0
Total Increases			1,872
Decreases			
Pricing Decreases			
Strength Related			-3,373
Inflation Rate		-3,373	
Basic Allowance For Subsistence	-3,373		
Other Pricing Decreases			0
Decreases due to Reimbursables			0
Total Pricing Decreases			-3,373
Program Decreases			
Strength Related			-3,921
Decrease in Basic Pay Work Years	-2,580	-3,921	
Decrease in FICA Work Years	-204		

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Midshipmen
(In Thousands of Dollars)

Total FY 2021 Direct Program				Amount
				101,933
	BAS	-1,137		
Other Program Decreases				-510
Nuclear Accession Bonus			-510	
	Nuclear Accession Bonus	-510		
	Total Program Decreases		-4,431	
Total Decreases				-7,804
Total FY 2022 Direct Program				96,001

(In Thousands Of Dollars)

Project: Midshipmen

FY 2022 Estimate	\$96,001
FY 2021 Estimate	\$101,933
FY 2020 Actual	\$90,832

Part I - Purpose and Scope

Funds requested are to provide for basic pay under the provisions of 37 U.S.C. 203(c)(1); commuted rations allowance under the provisions of 37 U.S.C. 422; employer's contribution of FICA as provided by the Federal Insurance Contribution Act (26 U.S.C. 3101 and 3111); and nuclear accession bonus (37 U.S.C. 312b).

Part II - Justification Of Funds Requested

Funds required are determined by applying statutory rates to the projected workyears. Funding has been provided to link midshipmen pay to 35 percent of Ensign (0-1) pay, as authorized by section 612 of the FY 2001 National Defense Authorization Act. Provision is made for a work year average of 4,380 in FY 2020, 4,412 in FY 2021 and 4,233 in FY 2022. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$12.40. per day effective January 2020 and \$16.50 per day effective July 2020 due to the BDFA ration rate increase. \$17.11 per day effective January 2021 and \$17.50 per day effective January 2022.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Cadet/Midshipmen									
Basic Pay	4,437	13,598.14	60,335	4,469	14,040.08	62,745	4,290	14,413.94	61,836
Total - (1)	4,437		60,335	4,469		62,745	4,290		61,836
(2)Subsistence Allowance	3,972	5,652.60	22,452	4,469	6,189.03	27,659	4,290	6,351.62	27,248
(2A) COVID Subsistence Costs			965			6,700			
(3)Social Security Tax - Employer's contribution	4,380	1,044.52	4,575	4,412	1,074.07	4,739	4,233	1,102.45	4,667
(4)Nuclear Accession Bonus	167	15,000.00	2,505	184	15,000.00	2,760	150	15,000.00	2,250
Total Pay and Allowances of Midshipmen			90,832			104,603			96,001

Budget Activity 4

Subsistence of Enlisted Personnel

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Subsistence of Enlisted Personnel
(In Thousands of Dollars)

Total FY 2021 Direct Program				Amount 1,368,030
Increases				
Pricing Increases				
Strength Related			45,359	
Inflation Rate			45,359	
BAS Growth Rate of 2.3%	34,645			
Change in BDFA Rate	10,714			
Increases due to Reimbursables			56	56
Basic Allowance for Subsistence	56			
Total Pricing Increases			45,415	
Program Increases				
Strength Related			118	
Work Years			114	
Change in SIK Operational Rations	114			
Family Subsistence Supplemental Allowance			4	
Change in FSSA	4			
Total Program Increases			118	
Total Increases				45,533
Decreases				
Pricing Decreases				
Strength Related			0	
Inflation Rate			0	
Decreases due to Reimbursables			-58	-58
Subsistence-in-kind	-58			
Total Pricing Decreases			-58	
Program Decreases				
Strength Related			-50,981	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Subsistence of Enlisted Personnel
(In Thousands of Dollars)

Change in BAS Work Years	-6,181	-6,181	
Work Years		-44,800	
Change in BAS Collections	-10,943		
Change in SIK Work Years	-23,609		
Change in SIK Other Messing	-9,524		
Change in SIK Cash Collections	-724		
Total Program Decreases		-50,981	
Total Decreases			-51,039
Total FY 2022 Direct Program			1,362,524

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2022 Estimate	\$1,370,607
FY 2021 Estimate	\$1,376,111
FY 2020 Actual	\$1,282,886

Part I - Purpose And Scope

The funds requested will provide all military members entitled to basic pay to have a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37 U.S.C. section 402) except when they are:

- (a) attending basic military training (boot camp) (those members in BMT will be provided government messing at no cost),
- (b) in excess leave status,
- (c) in an absent without leave status, unless the absence is excused as unavoidable, (Title 37U.S.C. section 503)

Subsistence-in-Kind

The funds requested will provide for Subsistence-In-Kind furnished active duty enlisted personnel (37 U.S.C), (10 U.S.C. 6081a), (10 U.S.C.6087). Funds are included for testing of new food items, for the replacement of emergency rations, and the rotation of operational rations. The additional cost of subsisting submarine enlisted personnel is included in supplemental allowances to identify the cost which is in excess of that required for surface ships. Funds to cover losses of subsistence inventories are also included.

Family Subsistence Supplemental Allowance (FSSA)

Members of the armed forces with dependents who qualify for food stamps using highest income eligibility standards under section 5(c) of the Food and Nutrition Act of 2008 (7 U.S.C. 2014(c)) are entitled to receive supplemental subsistence allowance. Special pays and the value of either the member's Basic Allowance for Housing (BAH) or the "in-kind" benefit for members residing in military housing must be included as income in determining eligibility. (37 U.S.C. 402(a)) places limitation on eligibility for supplemental subsistence allowances to members serving outside of the United States and associated territory: After September 30, 2016 a member is eligible for supplemental subsistence allowance under this section only if the member is serving outside the United States, the Commonwealth of Puerto Rico, the United States Virgin Islands or Guam. The supplemental subsistence allowance may not exceed \$1,100 per month.

Part II - Justification Of Funds Requested

Funds requested will provide all enlisted military members a BAS payment, except when they are attending basic military training (boot camp), or in a non-pay status. (37 U.S.C. 402) The monthly rate of basic allowance for subsistence to be in effect for an enlisted member for a year (beginning on January 1 of that year) shall be equal to the sum of the monthly rate of basic allowance for subsistence that was in effect for an enlisted member for the preceding year; plus the product of the monthly rate in effect the preceding year and the percentage increase in the monthly cost of a liberal food plan for a male in the United States who is between 20 and 50 years of age over the preceding fiscal year, as determined by the Secretary of Agriculture each October 1.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	275,582	4,462.56	1,229,801	284,873	4,596.63	1,309,456	283,567	4,718.01	1,337,872
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	261	8,925.12	2,329	276	9,193.26	2,537	274	9,436.02	2,585
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(380,395)	0		(399,783)	0		(410,726)
Total Basic Allowance for Subsistence	275,843		851,735	285,149		912,210	283,841		929,731
(2) Subsistence-In-Kind									
Trainee/Non-Pay Status	7,056	4,645.41	32,778	6,401	4,784.97	30,629	5,690	4,911.32	27,945
Members Taking Meals In Mess	70,969	4,973.33	352,952	73,226	5,122.75	375,118	69,400	5,258.02	364,907
Total - (2)	78,025		385,730	79,627		405,747	75,090		392,852
(3) Operational Rations									
MREs	0		3,879	0		3,996	0		4,101
Unitized Rations	0		331	0		341	0		350
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		4,210	0		4,337	0		4,451
(4) Augmentation Rations/Other Programs									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		67,821	0		81,226	0		71,702

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (4)	0		67,821	0		81,226	0		71,702
(5) Less Cash Collections	0		(26,611)	0		(27,410)	0		(28,134)
(6) Family Subsistence Supplemental Allowance	0		1	0		1	0		5
Total (2)-(5)	78,025		431,150	79,627		463,900	75,090		440,871
Total Basic Allowance for Subsistence	353,868		1,282,886	364,776		1,376,111	358,931		1,370,607

Budget Activity 5
Permanent Change of Station

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

Total FY 2021 Direct Program		Amount 999,824
Increases		
Pricing Increases		
Annualization of FY 2021 Pay Raise 3% (Effective 1 January 2021)		679
Dislocation Allowance	679	
Increase due to Pay Raise of 2.7% (Effective 1 January 2022)		1,835
Dislocation Allowance	1,835	
Permanent Change of Station (PCS) Travel - Officer		5,390
PCS: Accession Travel	520	
PCS: Training Travel	1,349	
PCS: Operational Travel	1,413	
PCS: Rotational Travel	1,319	
PCS: Separation Travel	552	
PCS: Travel of Organized Units	49	
Temporary Lodging Expense	166	
In-Place Consecutive Overseas Tour (IPCOT)	22	
Permanent Change of Station (PCS) Travel - Enlisted		8,746
PCS: Accession Travel	965	
PCS: Training Travel	902	
PCS: Operational Travel	2,844	
PCS: Rotational Travel	1,780	
PCS: Separation Travel	1,587	
PCS: Travel of Organized Units	319	
Temporary Lodging Expense	251	
In-Place Consecutive Overseas Tour (IPCOT)	61	
Overseas Tour Extension Incentives Program (OTEIP)	37	
Cadets/Midshipmen		10

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

PCS: Accession Travel		9	
PCS: Separation Travel		1	
Increases due to Reimbursables			0
	Total Pricing Increases		16,660
Program Increases			
Permanent Change of Station (PCS) Travel - Officer			16,102
PCS: Separation Travel	14,978		
PCS: Travel of Organized Units	340		
Nontemporary Storage	784		
Permanent Change of Station (PCS) Travel - Enlisted			21,408
PCS: Separation Travel	20,496		
PCS: Travel of Organized Units	773		
In-Place Consecutive Overseas Tour (IPCOT)	139		
Cadets/Midshipmen			49
PCS: Separation Travel	49		
	Total Program Increases		37,559
Total Increases			54,219
Decreases			
Pricing Decreases			
Permanent Change of Station (PCS) Travel - Officer			0
Permanent Change of Station (PCS) Travel - Enlisted			0

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

Cadets/Midshipmen			0	
Decreases due to Reimbursables			0	
	Total Pricing Decreases		0	
Program Decreases				
Permanent Change of Station (PCS) Travel - Officer			-23,493	
PCS: Accession Travel		-9,059		
PCS: Training Travel		-3,250		
PCS: Operational Travel		-2,612		
PCS: Rotational Travel		-8,282		
Temporary Lodging Expense		-166		
In-Place Consecutive Overseas Tour (IPCOT)		-49		
Spousal Licensure		-75		
Permanent Change of Station (PCS) Travel - Enlisted			-34,921	
PCS: Accession Travel		-13,851		
PCS: Training Travel		-1,428		
PCS: Operational Travel		-4,283		
PCS: Rotational Travel		-9,822		
Nontemporary Storage		-784		
Temporary Lodging Expense		-251		
Defense Personal Property System (DPPS)		-4,427		
Spousal Licensure		-75		
Cadets/Midshipmen			0	
	Total Program Decreases		-58,414	
Total Decreases				-58,414
Total FY 2022 Direct Program				995,629

MILITARY PERSONNEL, NAVY
SUMMARY OF MOVE REQUIREMENTS
(In Thousands of Dollars)

	FY 2020		FY 2021		FY 2022	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel	46,903	117,420	45,565	119,779	37,530	98,569
(2) Training Travel	13,990	85,373	20,927	146,884	20,344	144,992
(3) Operational Travel	25,885	234,712	33,148	302,333	32,316	296,435
(4) Rotational Travel	27,495	313,795	20,538	270,682	19,165	255,659
(5) Separation Travel	37,283	108,549	41,915	131,098	39,350	169,341
(6) Travel of Organized Units	4,466	23,210	6,438	29,048	6,121	30,633
Total Obligations		883,059		999,824		995,629
Less Reimbursables						
Total Direct Obligations	\$	883,059	\$	999,824	\$	995,629

	FY 2020		FY 2021		FY 2022	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	143,868	\$ 133,538	155,402	\$ 149,931	142,765	\$ 141,840
(B) MAC	12,123	\$ 19,762	13,095	\$ 22,188	12,030	\$ 20,991
(C) Commercial Air	31	\$ 15	34	\$ 17	31	\$ 16
Total (1)	156,022	\$ 153,315	168,531	\$ 172,136	154,826	\$ 162,847
(2)Travel of Dependents						
(A) Mileage	41,323	\$ 41,614	44,915	\$ 45,296	42,360	\$ 43,651
(B) MAC	4,161	\$ 9,181	4,523	\$ 9,993	4,265	\$ 9,630
(C) Commercial Air	141	\$ 523	154	\$ 570	145	\$ 549
Total (2)	45,625	\$ 51,318	49,592	\$ 55,859	46,770	\$ 53,830
(3)Transportation of Household Goods						
(A) M Tons – MSC	400	\$ 50	426	\$ 58	451	\$ 59
(B) S Tons – MAC	3,157	\$ 29,806	3,363	\$ 34,190	3,565	\$ 35,115
(C) Household Goods Land	55,428	\$ 242,614	59,050	\$ 278,295	62,602	\$ 285,823
(D) ITGBL	14,017	\$ 172,364	14,933	\$ 197,713	15,831	\$ 203,061
(E) Commercial Air	6,912	\$ 56,953	7,364	\$ 65,329	7,807	\$ 67,096
Total (3)	79,914	\$ 501,787	85,136	\$ 575,585	90,256	\$ 591,154
(4)Dislocation Allowance	38,826	\$ 79,373	42,659	\$ 90,700	40,781	\$ 89,019
(5)Trailer Allowance	90	\$ 23	100	\$ 23	94	\$ 22
(6)Global POV	15,221	\$ 55,168	12,423	\$ 49,255	11,608	\$ 46,859
(7)DPPS		\$ 9,058		\$ 13,540		\$ 9,113
(8)Non-Temporary Storage		\$ 18,243		\$ 15,647		\$ 15,647
(9)Temporary Lodging Expense	15,402	\$ 11,164	28,278	\$ 20,926	27,778	\$ 20,926
(10)IPCOT / OTEIP	1,582	\$ 3,563	2,598	\$ 6,002	2,631	\$ 6,212
Total - Obligations	352,682	\$ 883,012	389,317	\$ 999,673	374,744	\$ 995,629
Less Reimbursables						
Total Direct Obligations		\$ 883,012		\$ 999,673		\$ 995,629

(In Thousands of Dollars)

Project: Accession Travel

FY 2022 Estimate	\$98,569
FY 2021 Estimate	\$119,779
FY 2020 Actual	\$117,420

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies or ROTC/NROTC, Reserve and national Guard officers called or recalled to extended active duty from home or a point to where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Candidate School (OCS), Officer Training School (OTS), or basic flying training.)

(B) Enlisted. Covers PCS movements of: enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration; and recalled enlisted reservists from home to first permanent duty station or training

(C) Midshipmen. Covers PCS movements of (1) individuals selected as academy midshipmen upon entry into the academies and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

Part II - Justification of Funds Requested

PCS moves for members entering active duty. Accession moves are directly related to the number of personnel entering or returning to active naval service. The planned number of personnel to be accessed is determined by the number of personnel who are expected to separate from active naval service and by planned increases or decreases in personnel strength in a given fiscal year. Average rates are based on statistical data, ratios and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected cost increases/decreases.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,466	1,202.19	6,571	5,051	1,222.63	6,176	4,400	1,244.63	5,476
(2) Travel of Dependents	1,496	1,225.46	1,833	1,382	1,246.29	1,722	1,204	1,268.73	1,528
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,549	5,725.29	20,319	3,279	5,822.62	19,092	2,857	5,927.43	16,935
(B) Overseas			13,795			15,702			10,912
Total (3)	3,549		34,114	3,279		34,794	2,857		27,847
(4) Dislocation Allowance	1,510	2,575.98	3,890	1,864	2,653.91	4,947	1,624	2,727.51	4,429
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	120	2,724.54	327	111	2,378.70	264	97	2,661.27	258
(B) Partial Service	168	5,030.56	845	24	6,559.49	157	18	6,675.37	120
Total (6)	288		1,172	135		421	115		378
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			187			160			183
(9) Temporary Lodging Expense	1,075	334.34	359	1,973	341.03	673	1,934	347.85	673
Total - Officer	13,384		48,126	13,684		48,893	12,134		40,514
Enlisted									
(1) Travel of Military Member	40,249	761.04	30,631	39,334	773.98	30,444	31,950	787.91	25,174
(2) Travel of Dependents	2,705	700.41	1,895	2,643	712.32	1,883	2,147	725.14	1,557
(3) Transportation of Household Goods									
(A) Land/ITGBL	6,299	3,384.94	21,322	6,156	3,442.48	21,192	5,000	3,504.45	17,522
(B) Overseas			13,551			15,160			11,631
Total (3)	6,299		34,873	6,156		36,352	5,000		29,153

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	201	2,040.36	410	197	2,102.08	414	160	2,160.38	346
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	10	2,724.54	27	10	2,614.21	26	8	2,661.27	21
(B) Partial Service	31	5,030.56	156	4	6,559.49	26	3	6,673.19	20
Total (6)	41		183	14		52	11		41
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			278			240			274
(9) Temporary Lodging Expense	1,535	350.77	538	2,823	357.79	1,010	2,767	364.95	1,010
Total - Enlisted	51,030		68,808	51,167		70,395	42,035		57,555
Midshipmen									
(1) Travel of Military Member									
Midshipmen	1,188	409.25	486	1,180	416.21	491	1,180	423.70	500
Total - Midshipmen	1,188		486	1,180		491	1,180		500
Total PCS: Accession Travel	65,602		117,420	66,031		119,779	55,349		98,569

(In Thousands of Dollars)

Project: Training Travel

FY 2022 Estimate \$144,992
FY 2021 Estimate \$146,884
FY 2020 Actual \$85,373

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of: (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; (2) and officer and warrant officer school graduates and eliminates from school to their next permanent CONUS duty station (excludes academy graduates, OCS, NROTC graduates and others chargeable to accession travel).

(B) Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other courses of instruction, or 20 weeks duration or more; (2) enlisted school graduates and eliminates from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

Part II - Justification of Funds Requested

Estimates are based on planned training input for officer and enlisted personnel, necessary to maintain needed skill levels and educational requirements.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	3,260	1,695.00	5,526	6,697	1,723.81	11,544	6,510	1,754.84	11,424
(2) Travel of Dependents	1,369	1,651.59	2,261	2,813	1,679.67	4,725	2,734	1,709.91	4,675
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,689	10,426.20	28,036	5,525	10,603.44	58,584	5,351	10,794.10	57,759
(B) Overseas			253			852			261
Total (3)	2,689		28,289	5,525		59,436	5,351		58,020
(4) Dislocation Allowance	2,164	2,337.02	5,057	4,446	2,407.72	10,705	4,322	2,474.49	10,695
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	24	2,724.54	65	49	2,614.21	128	47	2,661.27	125
(B) Partial Service	7	5,030.56	35	14	6,559.49	92	13	6,677.56	87
Total (6)	31		100	63		220	60		212
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			240			206			235
(9) Temporary Lodging Expense	734	933.00	685	1,348	951.66	1,283	1,322	970.69	1,283
Total - Officer	10,247		42,158	20,892		88,119	20,299		86,544
Enlisted									
(1) Travel of Military Member	10,730	1,607.92	17,253	14,230	1,635.26	23,270	13,834	1,664.69	23,029
(2) Travel of Dependents	1,482	1,469.14	2,177	1,965	1,494.12	2,936	1,910	1,521.01	2,905
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,134	5,633.94	17,657	4,155	5,729.72	23,807	4,025	5,832.74	23,477
(B) Overseas			310			470			717
Total (3)	3,134		17,967	4,155		24,277	4,025		24,194
(4) Dislocation Allowance	2,093	2,089.80	4,374	2,775	2,153.01	5,975	2,698	2,212.72	5,970
(5) Trailer Allowance			0			0			0
(6) Global POV									

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(A) Full Service	21	2,724.54	57	28	2,614.21	73	27	2,661.27	72
(B) Partial Service			0			0			0
Total (6)	21		57	28		73	27		72
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			360			309			353
(9) Temporary Lodging Expense	794	1,292.94	1,027	1,460	1,318.80	1,925	1,431	1,345.18	1,925
Total - Enlisted	18,254		43,215	24,613		58,765	23,925		58,448
Total PCS: Training Travel	28,501		85,373	45,505		146,884	44,224		144,992

Project: Operational Travel

(In Thousands of Dollars)

FY 2022 Estimate \$296,435
FY 2021 Estimate \$302,333
FY 2020 Actual \$234,712

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers, and warrant officers to and from permanent duty stations located within the United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles or officers and warrant officers who are interned, missing or captured when no transoceanic travel is involved.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel to and from permanent duty stations located within the United States; (2) enlisted personnel to and from permanent duty stations within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances, and privately owned vehicles of enlisted personnel who are interned, missing or captured when no transoceanic travel is involved.

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another without transoceanic travel (e.g., CONUS to CONUS or European to European). Operational moves also include individuals reassigned within a given theater resulting from force structure changes. Operational moves are used to balance grade and skill inventories with vacancies. Average rates are based on statistical data that have been generated from actual PCS moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	6,031	1,444.82	8,714	6,630	1,469.60	9,743	6,463	1,495.83	9,668
(2) Travel of Dependents	3,871	1,303.01	5,044	4,256	1,325.16	5,640	4,149	1,349.01	5,597
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,642	12,138.53	56,347	5,106	12,344.89	63,033	4,956	12,566.83	62,281
(B) Overseas			468			606			615
Total (3)	4,642		56,815	5,106		63,639	4,956		62,896
(4) Dislocation Allowance	4,899	2,359.66	11,560	5,385	2,431.03	13,091	5,249	2,498.45	13,114
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	55	2,724.54	150	60	2,614.21	157	59	2,661.27	157
(B) Partial Service	18	5,030.56	91	19	6,559.49	125	19	6,677.56	127
Total (6)	73		241	79		282	78		284
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			813			698			798
(9) Temporary Lodging Expense	2,354	817.52	1,924	4,328	833.37	3,607	4,243	850.04	3,607
Total - Officer	21,870		85,111	25,784		96,700	25,138		95,964
Enlisted									
(1) Travel of Military Member	19,854	1,280.92	25,431	26,518	1,302.70	34,545	25,853	1,326.15	34,285
(2) Travel of Dependents	7,848	1,118.58	8,779	10,483	1,137.59	11,925	10,220	1,158.07	11,835
(3) Transportation of Household Goods									
(A) Land/ITGBL	11,382	7,162.72	81,526	15,208	7,284.49	110,783	14,766	7,415.46	109,497
(B) Overseas			1,059			1,243			2,116

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (3)	11,382		82,585	15,208		112,026	14,766		111,613
(4) Dislocation Allowance	10,426	1,817.66	18,951	13,926	1,872.65	26,079	13,577	1,924.58	26,130
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	158	2,724.54	430	211	2,614.21	552	206	2,661.27	548
(B) Partial Service	39	5,030.56	196	52	6,559.49	341	51	6,677.56	341
Total (6)	197		626	263		893	257		889
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			1,238			1,062			1,196
(9) Temporary Lodging Expense	2,916	990.10	2,887	5,360	1,009.90	5,413	5,252	1,030.10	5,410
Total - Enlisted	52,623		140,497	71,758		191,943	69,925		191,358
Total PCS: Operational Travel	74,493		225,608	97,542		288,643	95,063		287,322
(10)Defense Personal Property System (DPPS)			9,058			13,540			9,113
(11)Spousal Licensure	163	282.21	46	400	375.00	150	0		0
Total PCS: Operational Travel w/ DPPS and Spousal Licensure	74,656		234,712	97,942		302,333	95,063		296,435

Project: Rotational Travel

(In Thousands of Dollars)

FY 2022 Estimate	\$255,659
FY 2021 Estimate	\$270,682
FY 2020 Actual	\$313,795

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers and warrant officers from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, mission or captured when transoceanic travel is involved.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, mission or captured when transoceanic travel is involved.

Part II - Justification of Funds Requested

Rotational travel moves are moves for personnel going from CONUS to an overseas assignment, or returning from an overseas assignment to CONUS. Rotational moves are a function of overseas strength in accompanied (long tour) areas and in unaccompanied (short tour) areas. Average rates are based on statistical data that have been generated from actual moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	6,406	1,584.79	10,152	5,956	1,611.74	9,600	5,558	1,640.75	9,119
(2) Travel of Dependents	4,108	1,644.59	6,756	3,819	1,672.54	6,387	3,564	1,702.65	6,068
(3) Transportation of Household Goods									
(A) Land/ITGBL	6,341	6,520.26	41,345	5,895	6,631.10	39,090	5,315	6,749.30	35,873
(B) Overseas			14,233			14,562			13,331
Total (3)	6,341		55,578	5,895		53,652	5,315		49,204
(4) Dislocation Allowance	5,041	2,358.86	11,891	4,686	2,430.22	11,388	4,373	2,497.61	10,922
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	3,864	3,156.08	12,195	3,593	3,209.52	11,532	3,352	3,267.29	10,952
(B) Partial Service	1,066	5,462.11	5,823	991	7,154.80	7,090	925	7,283.59	6,737
Total (6)	4,930		18,018	4,584		18,622	4,277		17,689
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			3,198			2,742			3,135
(9) Temporary Lodging Expense	951	1,519.68	1,445	1,747	1,550.07	2,708	1,713	1,581.07	2,708
(10) In-Place Consecutive Overseas Tour (IPCOT)	212	2,618.34	555	410	2,670.71	1,095	392	2,724.15	1,068
Total - Officer	27,989		107,593	27,097		106,194	25,192		99,913

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	21,089	1,036.57	21,860	14,582	1,054.19	15,372	13,607	1,073.16	14,602
(2) Travel of Dependents	9,486	1,315.72	12,481	6,559	1,338.09	8,777	6,120	1,362.18	8,337
(3) Transportation of Household Goods									
(A) Land/ITGBL	20,877	3,490.67	72,875	14,436	3,550.01	51,248	13,016	3,613.29	47,031
(B) Overseas			34,335			34,960			34,584
Total (3)	20,877		107,210	14,436		86,208	13,016		81,615
(4) Dislocation Allowance	11,490	1,846.83	21,220	7,945	1,902.69	15,117	7,414	1,955.46	14,498
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	6,670	3,156.08	21,051	4,612	3,209.52	14,802	4,304	3,267.29	14,062
(B) Partial Service	1,857	5,462.10	10,143	1,284	7,154.80	9,187	1,198	7,283.59	8,726
Total (6)	8,527		31,194	5,896		23,989	5,502		22,788
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			7,062			6,057			4,701
(9) Temporary Lodging Expense	3,364	644.15	2,167	6,181	657.03	4,061	6,060	670.17	4,061
(10) In-Place Consecutive Overseas Tour (IPCOT)	711	2,618.34	1,862	1,144	2,670.74	3,055	1,195	2,724.15	3,255
(11) Overseas Tour Extension Incentives Program (OTEIP)	659	1,739.10	1,146	1,044	1,773.89	1,852	1,044	1,809.37	1,889
Total - Enlisted	76,203		206,202	57,787		164,488	53,958		155,746
Total PCS: Rotational Travel	104,192		313,795	84,884		270,682	79,150		255,659

(In Thousands of Dollars)

Project: Separation Travel

FY 2022 Estimate	\$169,341
FY 2021 Estimate	\$131,098
FY 2020 Actual	\$108,549

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers and warrant officers upon release or separation from the Service from last permanent duty station to home of record or point of entry into service, or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances, and personal effects of officers and warrant officers who are deceased.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel upon release or separation from the Service from last permanent duty station to home of record or point of entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances and personal effects of enlisted personnel who are deceased.

(C) Cadets and Midshipmen. Covers PCS movement of eliminated academy cadets/midshipmen to home of record or point of entry into service.

Part II - Justification of Funds Requested

Estimates are based on planned personnel losses.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,362	766.41	3,343	4,810	779.44	3,749	4,521	793.47	3,587
(2) Travel of Dependents	2,093	811.88	1,699	2,308	825.68	1,906	2,169	840.54	1,823
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,407	5,511.46	18,778	3,915	5,605.15	21,944	6,010	5,716.93	34,359
(B) Overseas			2,114			4,753			8,142
Total (3)	3,407		20,892	3,915		26,697	6,010		42,501
(4) Dislocation Allowance	1	1,937.54	2	1	1,996.14	2	1	2,051.51	2
(5) Trailer Allowance	90	252.11	23	100	234.85	23	94	239.08	22
(6) Global POV									
(A) Full Service	144	2,724.54	392	159	2,614.21	416	149	2,661.27	397
(B) Partial Service	28	5,030.56	141	31	6,559.49	203	29	6,677.56	194
Total (6)	172		533	190		619	178		591
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			1,884			1,616			1,847
Total - Officer	10,125		28,376	11,324		34,612	12,973		50,373
Enlisted									
(1) Travel of Military Member	32,831	668.39	21,944	37,005	679.75	25,154	34,611	691.99	23,950
(2) Travel of Dependents	8,697	843.98	7,340	9,803	858.33	8,414	9,168	873.78	8,011
(3) Transportation of Household Goods									
(A) Land/ITGBL	14,604	2,726.23	39,814	17,151	2,772.58	47,553	24,890	2,827.42	70,374
(B) Overseas			6,252			10,522			11,507
Total (3)	14,604		46,066	17,151		58,075	24,890		81,881

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	32	1,737.78	56	36	1,790.35	64	34	1,840.00	63
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	459	2,724.54	1,251	517	2,614.21	1,352	484	2,661.27	1,288
(B) Partial Service	130	5,030.56	654	147	6,559.49	964	137	6,677.56	915
Total (6)	589		1,905	664		2,316	621		2,203
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			2,826			2,423			2,770
Total - Enlisted	56,753		80,137	64,659		96,446	69,324		118,878
Midshipmen									
(1) Travel of Military Member									
Midshipmen	90	397.28	36	100	404.03	40	218	411.31	90
Total - Midshipmen	90		36	100		40	218		90
Total PCS: Separation Travel	66,968		108,549	76,083		131,098	82,515		169,341

Project: Travel Of Organized Units

(In Thousands of Dollars)

FY 2022 Estimate	\$30,633
FY 2021 Estimate	\$29,048
FY 2020 Actual	\$23,210

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers and warrant officers directed to move as members of an organized unit movement; and (2) officer and warrant officer fillers and replacements directed to move as part of the unit move.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel directed to move as members of an organized unit movement; and (2) enlisted fillers and replacements directed to move as part of the unit move.

Part II - Justification of Funds Requested

Organized Unit Travel is required to support changes in force structure that realign forces to correct imbalances of support, command and/or control units and to maintain unit tactical integrity.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	349	424.04	148	503	431.25	217	479	439.02	210
(2) Travel of Dependents	261	449.29	117	376	456.93	172	358	465.15	167
(3) Transportation of Household Goods									
(A) Land/ITGBL	303	4,898.93	1,484	437	4,982.21	2,177	413	5,071.71	2,095
(B) Overseas			1,931			1,044			1,571
Total (3)	303		3,415	437		3,221	413		3,666
(4) Dislocation Allowance	225	2,435.91	548	325	2,509.60	816	309	2,579.19	797
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	27	2,724.54	74	39	2,614.21	102	37	2,661.27	98
(B) Partial Service	9	5,030.56	45	12	6,559.49	79	12	6,677.56	80
Total (6)	36		119	51		181	49		178
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			63			54			62
(9) Temporary Lodging Expense	178	297.21	53	330	303.15	100	323	309.21	100
Total - Officer	1,352		4,463	2,022		4,761	1,931		5,180
Enlisted									
(1) Travel of Military Member	4,117	296.64	1,221	5,935	301.98	1,792	5,642	307.11	1,733
(2) Travel of Dependents	2,209	423.57	936	3,184	430.77	1,372	3,027	438.52	1,327
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,686	3,334.39	8,956	3,872	3,391.08	13,130	3,658	3,452.01	12,627
(B) Overseas			5,027			4,078			5,937
Total (3)	2,686		13,983	3,872		17,208	3,658		18,564
(4) Dislocation Allowance	744	1,901.18	1,414	1,073	1,958.69	2,102	1,020	2,013.01	2,053
(5) Trailer Allowance			0			0			0
(6) Global POV									

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(A) Full Service	247	2,724.54	673	356	2,614.21	931	338	2,661.27	900
(B) Partial Service	69	5,030.56	347	100	6,559.49	656	95	6,677.56	634
Total (6)	316		1,020	456		1,587	433		1,534
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			94			80			93
(9) Temporary Lodging Expense	1,501	52.40	79	2,728	53.45	146	2,733	54.52	149
Total - Enlisted	11,573		18,747	17,248		24,287	16,513		25,453
Total PCS: Travel of Organized Units	12,925		23,210	19,270		29,048	18,444		30,633

Budget Activity 6

Other Military Personnel Costs

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

Total FY 2021 Direct Program			Amount 140,817
Increases			
Pricing Increases			
Unemployment Benefits	Unemployment Compensation	2,884	2,884
Partial Dislocation Allowance	Partial Dislocation Allowance	1	1
Senior ROTC (Non-Scholarship Program)	Uniform	15	28
	Uniforms	8	
	Pay & Allowances	5	
Senior ROTC (Scholarship Program)	Stipend	3	194
	Uniform	82	
	Uniforms	13	
	Pay & Allowances	94	
	Subsistence of Reserve Officer Candidates	2	
Junior ROTC	Uniforms	84	84
Increases due to Reimbursables			0
	Total Pricing Increases		3,191
Program Increases			
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	Apprehension	15	15
Interest On Uniformed Services Savings Deposit	Interest	68	68
Death Gratuities	Death Gratuities	1,000	1,000
Adoption Expenses	Adoption Expenses	50	50
Partial Dislocation Allowance	Partial Dislocation Allowance	8	8
Senior ROTC (Non-Scholarship Program)	Uniform	1	3
	Uniforms	2	
Senior ROTC (Scholarship Program)			390

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

	Stipend	293		
	Uniform	69		
	Subsistence of Reserve Officer Candidates	28		
Junior ROTC			274	
	Uniforms	274		
	Total Program Increases			1,808
Total Increases				4,999
Decreases				
Pricing Decreases				
Mass Transportation			-4	
	National Capital Region	-4		
Decreases due to Reimbursables				0
	Total Pricing Decreases			-4
Program Decreases				
Unemployment Benefits			-21,829	
	Unemployment Compensation	-21,829		
Education Benefits (Amortization Payments)			-3,575	
	Involuntary Separatees	-1		
	Unfunded liability	-3,574		
Mass Transportation			-282	
	National Capital Region	-139		
	Outside National Capital Region	-143		
Service Group Life Insurance (SGLI)			-2,841	
	SGLI Premium	-2,841		
Senior ROTC (Non-Scholarship Program)			-17	
	Pay & Allowances	-17		
Senior ROTC (Scholarship Program)			-366	
	Uniforms	-1		
	Pay & Allowances	-365		
Cancelled Account Payment			-200	
	Cancelled Accounts	-200		
	Total Program Decreases			-29,110
Total Decreases				-29,114
Total FY 2022 Direct Program				116,702

(In Thousands of Dollars)

Project: Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners

FY 2022 Estimate	\$41
FY 2021 Estimate	\$26
FY 2020 Actual	\$28

Part I - Purpose And Scope

Funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to military control, including the cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority; costs of rewards and reimbursement for expenses incurred; and cost of transportation, lodging and subsistence of a guard sent in pursuit of an absentee member.

Part II - Justification of Funds Requested

Prior year costs are utilized as the basis for developing estimates. Estimates reflect rewards of \$50.00 for apprehension and \$75.00 for apprehension and return to military control. Estimates also reflect financial responsibility for guard/escort travel in connection with the member's further return to permanent duty station.

The following estimates are provided:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Apprehension	0		28	0		26	0		41
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		28	0		26	0		41

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit

FY 2022 Estimate	\$1,144
FY 2021 Estimate	\$1,076
FY 2020 Actual	\$858

Part I - Purpose And Scope

Funds requested will provide payment of interest for service members participating in the Servicemen's Savings Deposit Program under the provisions of P.L. 8-586, 10 U.S.C. 1035 and DOD FMR 7A, Ch 51.

The Servicemen's Savings Deposit Program was reinstated for participants in Operation Freedom's Sentinel, Operation Inherent Resolve and Operation New Dawn. This program allows members to deposit up to \$10,000 of their allotted pays into the savings program and be reimbursed up to 10% interest on all deposits.

Part II - Justification Of Funds Requested

The following estimates are provided:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		858	0		1,076	0		1,144
Total Interest On Uniformed Services Savings Deposit	0		858	0		1,076	0		1,144

(In Thousands of Dollars)

Project: Death Gratuities

FY 2022 Estimate	\$22,400
FY 2021 Estimate	\$21,400
FY 2020 Actual	\$20,033

Part I - Purpose and Scope

Funds requested will provide for payment of death gratuities to beneficiaries of military personnel pursuant to 10 U.S.C. 1475-1480 as amended by H.R. 1281, dated March 22,1991. Section 643 of the National Defense Authorization Act for Fiscal Year 2005 indexed the value of death gratuity payments to annual increases in basic pay. 38 U.S.C. 1967 authorizes a new \$150,000 Combat Addition to SGLI beginning September 1, 2005. The FY 2006 National Defense Authorization Act increased death gratuity benefits for all personnel to \$100,000 per death.

Part II - Justification of Funds Requested

Fund requirements are based on actual experience as to the number of deaths, multiplied by the death gratuity payment.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	14	100,000.00	1,400	15	100,000.00	1,500	20	100,000.00	2,000
Enlisted	183	99,636.40	18,233	197	100,000.00	19,700	200	100,000.00	20,000
Cadets/Midshipmen	4	100,000.00	400	2	100,000.00	200	4	100,000.00	400
Total Death Gratuities	201		20,033	214		21,400	224		22,400

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2022 Estimate	\$48,897
FY 2021 Estimate	\$67,842
FY 2020 Actual	\$47,109

Part I - Purpose And Scope

Funds requested are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, P.L. 102-164. Generally, eligibility is defined as active service in the armed forces where upon an individual was discharged under honorable conditions and had completed their first full term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders, or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits payable in a benefit year is based on estimated losses, factored to exclude retirements for other than honorable conditions as defined by section 8521(a) of Title 5, U.S. Code, as amended.

Part II - Justification Of Funds Requested

Computation of funds requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Unemployment Compensation	8,047	5,854.20	47,109	11,243	6,034.15	67,842	7,773	6,290.68	48,897
Total Unemployment Benefits	8,047		47,109	11,243		67,842	7,773		48,897

(In Thousands of Dollars)				
Project: Education Benefits (Amortization Pavments)				
			FY 2022 Estimate	\$1,638
			FY 2021 Estimate	\$5,213
			FY 2020 Actual	\$8,711

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. Title 38 U.S.C. Chapter 30 section 3011 governs this program. The program funds additional and supplemental benefit payments above the basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account.

Part II - Justification of Funds Requested

Public Law 101-510 allows service members who were on active duty 30 September 1990 and involuntarily separated after 3 February 1991, the opportunity to enroll in the Montgomery G. I. Bill. The FY 1998 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery G. I. Bill as a result of changes in the law. The services will be required to make additional contributions to the DOD educational benefits fund.

The following estimate is provided:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		7	0		8	0		7
(2)Unfunded liability	0		8,704	0		5,205	0		1,631
Total Education Benefits (Amortization Payments)	0		8,711	0		5,213	0		1,638

(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2022 Estimate	\$185
FY 2021 Estimate	\$135
FY 2020 Actual	\$156

Part I - Purpose And Scope

Funds requested will provide reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052.

All active duty individuals who initiate adoption proceedings are eligible to receive reimbursement for expenses related to the adoption of children less than 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000 to a member of the armed forces or, to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of not more than \$5,000 in any calendar year may be paid to any member or two such members who are spouses.

Part II - Justification Of Funds Requested

The following estimate is provided:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		156	0		135	0		185
Total Adoption Expenses	0		156	0		135	0		185

(In Thousands Of Dollars)

Project: Mass Transportation

FY 2022 Estimate	\$2,906
FY 2021 Estimate	\$3,192
FY 2020 Actual	\$3,703

Part I - Purpose And Scope

Executive Order 13150 on federal workforce transportation, dated April 21, 2000, requires that by no later than October 1, 2000, federal agencies shall implement a transit pass fringe benefit program for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Service (WHS) has been designated to run the within NCR transit pass program for DOD and has been working closely with the Department of Transportation to ensure that costs will be identified to the major command level. In addition, funding is being provided for a transit pass fringe program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

Part II - Justification Of Funds Requested

Under this program, participating employees will receive, in addition to their current compensation, "transit passes" in amounts equal to personal commuting costs.

Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR is \$270 beginning in 2020. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but is subject to publication of revisions to the IRS Code each year.

Computation of fund requirements is provided in the following table.

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	609	3,240.00	1,973	519	3,240.00	1,682	476	3,233.20	1,539
(2)Outside National Capital Region	534	3,238.92	1,730	466	3,240.00	1,510	422	3,240.00	1,367
Total Mass Transportation	1,143		3,703	985		3,192	898		2,906

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2022 Estimate	\$40
FY 2021 Estimate	\$31
FY 2020 Actual	\$42

Part I - Purpose And Scope

Section 634 of the FY 2002 National Defense Authorization Act provided for a new element of compensations for certain members. This partial dislocation allowance is paid to a member ordered to occupy or vacate Government family-type quarters due to privatization, renovation or any other reason for the convenience of the Government other than a permanent change of station (PCS) move. Members are not entitled to the allowance for local moves from government quarters upon separation/retirement, change in family size/status or due to member's misconduct.

Part II - Justification Of Funds Requested

JTR 050508 outlines the Partial DLA requirements and states that participating members will receive a one-time payment when they receive orders to vacate government family style quarters. The FY 2002 NDAA section 1009 specifies that the rate increases shall be indexed to the annual increases in basic pay. Effective January 1, 2020, the partial DLA payment was set at \$794.16.

The following estimate is provided:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance Officer	13	783.55	10	7	781.57	5	10	833.93	8
Enlisted Cadets/Midshipmen	41	783.55	32 0	31	823.52	26 0	38	833.93	32 0
Total Partial Dislocation Allowance	54		42	38		31	48		40

(In Thousands Of Dollars)

Project: Reserve Income Replacement	FY 2022 Estimate	\$0
	FY 2021 Estimate	\$0
	FY 2020 Actual	\$0

Part I - Purpose And Scope

Reserve Income Replacement Program (RIRP) (37 U.S.C. 910) -The FY 2006 NDAA authorized the payment to members of the reserves who are involuntarily mobilized and experiencing a monthly active duty income differential as a result of extended or frequent mobilizations. Payment is up to \$3,000/month.

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Reserve Income Replacement	0		0	0		0	0		0
Total Reserve Income Replacement	0		0	0		0	0		0

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2022 Estimate	\$488
FY 2021 Estimate	\$3,329
FY 2020 Actual	\$1,815

Part I: Purpose and Scope

The Servicemembers' Group Life Insurance (SGLI) program is a low cost group life insurance for Servicemembers on active duty. These payments are required, under section 1969(b) of title 38, United States Code, when actual mortality rates exceed peacetime mortality rates. The Traumatic Servicemembers' Group Life Insurance (T-SGLI) provides automatic traumatic injury coverage to all Servicemembers covered under the SGLI program.

Funding is for SGLI/T-SGLI insurance premiums that the Department of Defense pays on behalf of Servicemembers.

Part II - Justification Of Funds Requested

The funds are required to make extra hazard payment to the Department of Veterans Affairs to finance the increased number of SGLI death claims. Funds are also required to make benefit payments to military personnel who incur a traumatic injury in support of Operation Enduring Freedom (OEF) and Operation Freedom's Sentinel (OFS). Section 606 of the FY 2007 National Defense Authorization Act directs the Department to pay the full premium for coverage under Servicemembers' Group Life Insurance program during service in OEF/OFS. The premium rate was decreased to \$24 per month effective 1 July 2020.

The following estimate is provided:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	0		1,815	0		3,329	0		488
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		0	0		0	0		0
Total Service Group Life Insurance (SGLI)	0		1,815	0		3,329	0		488

Project: Senior ROTC (Non-Scholarship Program)

FY 2022 Estimate	\$2,067
FY 2021 Estimate	\$2,053
FY 2020 Actual	\$1,896

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Senior program authorized by 10 U.S.C., 2101-2111. Designated applicants perform summer training at a Naval installation and receive indoctrination in various Naval Science courses to enable them to enter the NROTC program in the fall. Active duty training costs vary between years due to the length of training and location of sites at which training is performed.

NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Stipend - to provide an allowance of \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science MS III and MS IV courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide for uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu - to provide for commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	0		0	0		0	0		0
MS II	0		0	0		0	0		0
MS III	136	3,212.92	437	140	3,220.00	451	140	3,220.00	451
MS IV	119	3,671.91	437	113	3,680.00	416	113	3,680.00	416
Total - (1)	255		874	253		867	253		867

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform									
Non-Military Schools	1,439	298.31	429	1,717	304.95	524	1,737	311.05	540
New Uniform Issues	1,455	153.22	223	1,005	156.63	157	1,005	159.76	161
Field Training	16	298.34	5	141	304.95	43	126	311.05	39
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	2,910		657	2,863		724	2,868		740
(3) Uniforms									
Military School uniforms	0		0	0		0	0		0
Juniors	57	968.51	55	57	990.05	56	59	1,009.85	60
Freshmen/Sophomores	254	968.51	246	254	990.05	251	254	1,009.85	257
Total - (3)	311		301	311		307	313		317
(4) Pay & Allowances									
NROTC	1,653	38.46	64	3,807	40.80	155	3,402	41.90	143
Designated Applicants	0		0	0		0	0		0
Total - (4)	1,653		64	3,807		155	3,402		143
(5) Subsistence of Reserve Officer Candidates									
NROTC	0		0	0		0	0		0
Designated Applicants	0		0	0		0	0		0
Total - (5)	0		0	0		0	0		0
(6) SROTC Foreign Language SPB									
NROTC	0		0	0		0	0		0
Total - (6)	0		0	0		0	0		0
Total Senior ROTC (Non-Scholarship Program)	5,129		1,896	7,234		2,053	6,836		2,067

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2022 Estimate	\$21,005
FY 2021 Estimate	\$20,787
FY 2020 Actual	\$15,321

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Scholarship program authorized by 10 U.S.C. 2101-2111. During the fiscal year, scholarships are offered to select students as authorized by 10 U.S.C. 2107. Active duty training costs vary between years due to the length of training and location of sites at which training is performed. NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Stipend - to provide an allowance of \$250 per month for MS I, \$300 per month for MS II, \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu- to provide commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification Of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	799	2,300.57	1,838	1,025	2,299.41	2,357	995	2,300.00	2,289
MS II	853	2,760.68	2,355	1,002	2,760.00	2,766	1,005	2,760.00	2,774
MS III	831	3,220.80	2,676	1,100	3,219.18	3,541	1,152	3,220.00	3,709
MS IV	962	3,680.91	3,541	1,014	3,679.06	3,731	1,065	3,680.00	3,919
Total - (1)	3,445		10,410	4,141		12,395	4,217		12,691

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform									
Non-Military Schools	3,167	945.98	2,996	969	964.58	935	1,368	983.88	1,346
New Uniform Issues	3,500	153.65	538	1,025	156.63	161	995	159.76	159
Field Training	330	945.95	312	3,173	964.58	3,061	2,849	983.88	2,803
Cortrimid New Uniform	0		0	0		0	0		0
Total - (2)	6,997		3,846	5,167		4,157	5,212		4,308
(3) Uniforms									
Military School uniforms	0		0	0		0	0		0
Juniors	307	948.36	291	327	967.09	316	326	986.43	322
Freshmen/Sophomores	308	948.36	292	308	967.09	298	308	986.43	304
Total - (3)	615		583	635		614	634		626
(4) Pay & Allowances									
Pay & Allowances	8,914	38.23	341	85,644	40.80	3,494	76,923	41.90	3,223
Total - (4)	8,914		341	85,644		3,494	76,923		3,223
(5) Subsistence of Reserve Officer Candidates									
Subsistence	1,693	83.24	141	1,480	85.62	127	1,800	87.33	157
Total - (5)	1,693		141	1,480		127	1,800		157
(6) SROTC Foreign Language SPB									
NROTC	0		0	0		0	0		0
Total - (6)	0		0	0		0	0		0
Total Senior ROTC (Scholarship Program)	21,664		15,321	97,067		20,787	88,786		21,005

(In Thousands of Dollars)

Project: Junior ROTC

FY 2022 Estimate	\$15,891
FY 2021 Estimate	\$15,533
FY 2020 Actual	\$16,279

Part I - Purpose and Scope

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

- Uniforms, issue-in-kind - to provide uniforms, including replacement items, to members of the Junior ROTC program.
- Subsistence of Junior Officer Candidates - to provide subsistence for members attending summer camp.

Part II - Justification of Funds Requested

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031.

Computation of fund requirements is provided in the following table:

	FY 2020			FY 2021			FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms									
Initial Issue (New Units)	0		0	0		0	0		0
Initial Issue	33,642	58.56	1,970	35,200	59.76	2,104	39,700	60.96	2,420
Replacement	21,072	586.17	12,352	22,000	515.73	11,346	22,000	515.73	11,346
Alterations/Renovation	84,285	23.22	1,957	88,000	23.67	2,083	88,000	24.15	2,125
Total - (1)	138,999		16,279	145,200		15,533	149,700		15,891
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	138,999		16,279	145,200		15,533	149,700		15,891

Section 5

Special Analysis

MILITARY PERSONNEL, NAVY
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD

	FY 2020			FY 2021			FY 2022		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<u>ASSIGNED OUTSIDE DoD</u>			0			0			0
<u>NONREIMBURSABLE PERSONNEL</u>			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT	8	6	14	8	6	14	8	6	14
VICE PRESIDENT'S OFFICE		11	11		11	11		11	11
STATE DEPARTMENT	15	18	33	15	18	33	15	18	33
STATE DEPARTMENT (U.N. TRUCE SUPV)	6		6	6		6	6		6
TRANSPORTATION DEPARTMENT			0			0			0
JUSTICE DEPARTMENT	1		1	1		1	1		1
ENERGY DEPARTMENT	5		5	5		5	5		5
NATIONAL NARCOTICS BORDER INTERDICTION	4	1	5	4	1	5	4	1	5
CLASSIFIED ACTIVITIES	1	1	2	1	1	2	1	1	2
DoD PROJECT OFFICE	15		15	15		15	15		15
SUBTOTAL - NON-REIMBURSABLE PROGRAM	55	37	92	55	37	92	55	37	92
<u>REIMBURSABLE PERSONNEL</u>			0			0			0
<u>EXECUTIVE OFFICE OF THE PRESIDENT (OMB)</u>			0			0			0
STATE DEPARTMENT	1	128	129	1	128	129	1	138	139
US ARMS CONTROL AGENCY	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT	48	4	52	48	4	52	74	2	76
ENERGY DEPT (DOE)	2		2	2		2	2		2
JUSTICE DEPT			0			0			0
NATIONAL AERONAUTICS & SPACE ADMIN	27		27	26		26	8		8
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	2	1	3	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	7	9	16	7	9	16	7	11	18
CLASSIFIED ACTIVITIES	2	2	4	2	2	4	1	2	3
SUBTOTAL - REIMBURSABLE PERSONNEL	92	144	236	91	144	235	98	154	252
TOTAL OUTSIDE DoD	147	181	328	146	181	327	153	191	344
ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS			0			0			0
NONREIMBURSABLE PERSONNEL			0			0			0

MILITARY PERSONNEL, NAVY
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD

SUBTOTAL NONREIMBURSABLE NON-DoD			0			0			0
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)			0			0			0
WORKING CAPITAL FUND (WCF)	661	764	1,425	588	737	1,325	558	763	1,321
HQ US TRANSPORTATION COMMAND (TRANSCOM)	31	36	67	31	57	88	58	30	88
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	12		12	13		13	13		13
<u>DEFENSE COURIER SERVICE (DCS)</u>	4	44	48	4	49	53	4	49	53
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	9	2	11	10	2	12	19	2	21
DEFENSE LOGISTICS AGENCY (DLA)	114	47	161	114	47	161	114	47	161
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD									
FUNCTIONS	835	904	1,739	764	903	1,667	770	902	1,672
GRAND TOTAL REIMBURSABLE	1,071	1,165	2,236	995	1,158	2,153	1,000	1,161	2,161
GRAND TOTAL NONREIMBURSABLE	55	37	92	55	37	92	55	37	92
GRAND TOTAL	1,126	1,202	2,328	1,050	1,195	2,245	1,055	1,198	2,253

MILITARY PERSONNEL, NAVY
REIMBURSABLE PROGRAM
(In Thousands of Dollars)

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
<u>SUBSISTENCE (SIK)</u>	\$1,782	\$1,714	\$1,772
Sale of Meals - Bulk Subsistence	1,782	1,714	1,772
 <u>STRENGTH RELATED</u>	 \$428,639	 \$434,493	 \$446,458
Officer	239,893	233,552	245,183
Basic Pay	167,979	159,292	166,750
Other Pays and Allowances	71,914	74,260	78,433
Enlisted	120,415	121,687	119,954
Basic Pay	75,181	74,631	73,271
Other Pays and Allowances	45,234	47,056	46,683
Retired Pay Accrual (Officer and Enlisted)	68,331	79,254	81,321
PCS Travel			
 TOTAL PROGRAM	 \$430,421	 \$436,207	 \$448,230
 Anticipated reimbursements from the DHP Trust Fund (Over 65):	 190,700	 195,899	 198,537

**MILITARY PERSONNEL, NAVY
RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

	<u>FY 2020 Estimates</u>			<u>FY 2021 Estimates</u>			<u>FY 2022 Estimates</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Senior ROTC (Excluding Scholarship Program)</u>									
First Year	781	769	756	1,010	1,005	1,000	1,010	1,005	1,000
Second Year	546	446	346	640	600	560	650	605	560
Total Basic ROTC	1,327	1,215	1,102	1,650	1,605	1,560	1,660	1,610	1,560
Third Year	146	129	111	160	140	120	160	140	120
Fourth Year	122	112	102	120	113	105	120	113	105
Total Adv ROTC	268	241	213	280	253	225	280	253	225
Total Senior ROTC Enrollment	1,595	1,455	1,315	1,930	1,858	1,785	1,940	1,863	1,785
<u>Scholarship Program</u>									
First Year	872	860	848	1,045	1,025	1,004	1,015	995	975
Second Year	910	923	935	1,001	1,002	1,003	1,004	1,005	1,005
Total Basic ROTC	1,782	1,783	1,783	2,046	2,027	2,007	2,019	2,000	1,980
Third Year	971	987	1,003	1,116	1,099	1,082	1,169	1,152	1,135
Fourth Year	1,098	1,039	979	1,053	1,015	976	1,127	1,066	1,004
Total Advanced ROTC	2,069	2,026	1,982	2,169	2,114	2,058	2,296	2,218	2,139
Total Scholarship Enrollment	3,851	3,808	3,765	4,215	4,140	4,065	4,315	4,217	4,119
<u>Total Enrollment</u>									
First Year	1,653	1,629	1,604	2,055	2,030	2,004	2,025	2,000	1,975
Second Year	1,456	1,369	1,281	1,641	1,602	1,563	1,654	1,610	1,565
Total Advanced ROTC	3,109	2,997	2,885	3,696	3,632	3,567	3,679	3,610	3,540
Third Year	1,117	1,116	1,114	1,276	1,239	1,202	1,329	1,292	1,255
Fourth	1,220	1,151	1,081	1,173	1,127	1,081	1,247	1,178	1,109
Total Advanced ROTC	2,337	2,266	2,195	2,449	2,366	2,283	2,576	2,470	2,364
Total ROTC Enrollment	5,446	5,263	5,080	6,145	5,998	5,850	6,255	6,080	5,904
Completed ROTC & Commissioned		1,054			1,012			1,050	

**MILITARY PERSONNEL, NAVY
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM**

Number of schools and the civilian and military personnel associated with the ROTC program follow:

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
<u>NJROTC</u>	0	0	0
Schools	583	583	583
Civilian Personnel (End Strength)	45	60	60
Military Personnel (End Strength)	0	0	0
 <u>NROTC</u>	 0	 0	 0
Schools	167	168	168
Host Institutions	77	78	78
Cross Town Campuses	90	90	90
Civilian Personnel (End Strength)	0	0	0
Military Personnel (End Strength)	0	0	0

Note: These personnel are not paid by the Reserve Personnel appropriations. They are funded under the O&M and Active Military Personnel appropriations.

**MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAY GRADE
FY20**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	7	7	7	7	7	7	7	7	7	7	7	7
O-9	VADM	36	36	36	36	36	36	36	36	35	36	36	36
O-8	RADM	60	60	60	60	60	60	60	60	60	60	60	60
O-7	RDML	113	114	114	116	116	117	116	114	113	113	118	114
O-6	CAPT	3,180	3,166	3,150	3,139	3,155	3,168	3,171	3,143	3,134	3,115	3,069	3,297
O-5	CDR	6,742	6,730	6,720	6,697	6,675	6,679	6,663	6,636	6,602	6,557	6,497	6,772
O-4	LCDR	10,365	10,534	10,500	10,487	10,478	10,460	10,437	10,421	10,391	10,329	10,270	10,696
O-3	LT	18,538	18,496	18,520	18,589	18,456	18,381	18,449	18,446	20,003	19,940	19,863	18,775
O-2	LTJG	7,212	6,966	7,032	6,897	6,914	6,926	6,965	8,410	7,057	6,972	7,009	7,005
O-1	ENS	7,014	7,120	7,019	7,129	7,091	7,174	7,021	6,827	6,937	7,026	6,987	7,008
W-5	CWO5	83	80	81	82	83	83	83	83	84	84	87	87
W-4	CWO4	399	398	399	396	398	396	398	401	401	404	405	406
W-3	CWO3	716	727	746	739	753	761	772	780	793	782	770	757
W-2	CWO2	599	604	602	603	600	603	607	611	625	628	630	631
W-1	CWO1		8	8	8	8	8	8	8	8	8	8	8
Total Officers		55,064	55,046	54,994	54,985	54,830	54,859	54,793	55,983	56,250	56,061	55,816	55,659
<u>Enlisted Personnel</u>													
E-9	MCPO	2,738	2,740	2,745	2,745	2,747	2,757	2,759	2,762	2,798	2,766	2,751	2,720
E-8	SCPO	6,906	6,893	6,906	6,866	6,871	6,880	6,869	6,866	7,342	7,236	7,155	7,091
E-7	CPO	21,905	21,851	21,827	21,750	21,709	21,708	21,645	21,627	21,027	21,012	22,874	22,735
E-6	PO1	50,476	50,170	51,966	51,590	51,303	52,001	51,901	51,625	53,239	52,663	50,703	51,050
E-5	PO2	70,494	70,074	71,748	71,208	70,849	70,977	70,664	70,310	71,736	71,129	70,967	71,673
E-4	PO3	53,668	53,902	52,813	52,733	53,107	53,357	53,890	54,274	53,170	53,211	53,641	59,118
E-3	SN	42,529	43,615	41,784	43,382	44,545	43,762	43,705	44,424	43,251	45,359	46,095	41,097
E-2	SA	16,717	16,723	16,458	16,129	15,534	15,280	15,318	15,571	15,358	15,185	15,013	16,151
E-1	SR	11,759	12,000	12,529	13,286	13,540	13,075	11,563	11,154	11,247	13,007	14,652	14,702
Total Enlisted		277,192	277,968	278,776	279,689	280,205	279,797	278,314	278,613	279,168	281,568	283,851	286,337
<u>Cadets/Midshipmen</u>		4,450	4,448	4,434	4,420	4,413	4,409	4,410	3,402	4,583	4,558	4,539	4,524
Total End Strength		336,706	337,462	338,204	339,094	339,448	339,065	337,517	337,998	340,001	342,187	344,206	346,520

MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAY GRADE
FY21

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	7	7	7	7	7	8	8	8	8	8	8	8
O-9	VADM	37	36	36	36	37	37	37	37	37	37	37	37
O-8	RADM	60	60	60	60	60	60	60	60	60	60	60	60
O-7	RDML	118	117	118	118	118	120	122	123	124	125	126	127
O-6	CAPT	3,336	3,314	3,268	3,256	3,247	3,240	3,244	3,160	3,127	3,108	3,042	3,279
O-5	CDR	6,752	6,730	6,684	6,660	6,727	6,719	6,702	6,632	6,586	6,520	6,460	6,734
O-4	LCDR	10,524	10,469	10,298	10,235	10,675	10,660	10,620	10,570	10,503	10,418	10,328	10,872
O-3	LT	18,697	18,992	18,971	19,142	18,638	18,528	18,398	18,358	19,964	20,000	19,893	18,731
O-2	LTJG	7,162	6,989	7,143	7,051	6,984	7,103	7,140	8,572	7,142	7,148	7,281	7,315
O-1	ENS	7,076	7,032	6,948	7,035	7,029	7,046	7,056	7,074	7,101	7,087	7,058	6,965
W-5	CWO5	84	83	80	83	83	84	84	82	81	82	84	83
W-4	CWO4	398	391	375	418	422	424	425	425	428	430	429	429
W-3	CWO3	758	756	751	766	771	785	806	818	834	821	805	796
W-2	CWO2	654	680	712	636	640	637	629	631	630	636	645	650
W-1	CWO1	9	9	10	10	10	10	10	10	10	10	10	10
Total Officers		55,672	55,665	55,461	55,513	55,448	55,461	55,341	56,560	56,635	56,490	56,266	56,096
<u>Enlisted Personnel</u>													
E-9	MCPO	2,793	2,813	2,786	2,785	2,787	2,770	2,755	2,737	3,160	3,150	3,137	3,133
E-8	SCPO	7,238	7,293	7,225	7,209	7,208	7,172	7,138	7,097	8,337	8,321	8,308	8,302
E-7	CPO	22,228	22,089	21,698	22,529	22,489	22,553	22,628	22,686	20,961	20,899	22,713	22,651
E-6	PO1	50,956	50,980	54,010	52,812	52,544	52,316	51,966	51,614	53,918	53,778	51,572	51,175
	PO2	71,538	71,259	73,793	73,570	73,439	73,252	73,242	73,211	77,990	77,906	77,915	77,592
E-4	PO3	59,407	59,171	52,947	52,778	52,849	52,917	53,049	53,000	49,585	49,082	48,770	49,677
E-3	SN	41,300	42,945	43,953	45,536	46,722	47,735	48,203	48,808	45,302	45,862	46,424	45,527
E-2	SA	17,077	17,489	17,730	16,706	16,294	15,594	15,504	15,771	16,102	16,116	15,956	15,906
E-1	SR	13,524	12,839	12,470	13,513	13,447	13,875	13,284	12,624	12,972	13,657	13,841	13,809
Total Enlisted		286,061	286,878	286,612	287,438	287,779	288,184	287,769	287,548	288,327	288,771	288,636	287,772
<u>Cadets/Midshipmen</u>		4,516	4,514	4,503	4,494	4,487	4,482	4,473	3,379	4,545	4,527	4,507	4,491
Total End Strength		346,249	347,057	346,576	347,445	347,714	348,127	347,583	347,487	349,507	349,788	349,409	348,359

MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAY GRADE
FY22

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	8	8	8	8	8	8	8	8	8	8	8	8
O-9	VADM	37	37	37	37	37	37	37	37	37	37	37	37
O-8	RADM	60	60	60	60	60	60	60	60	60	60	60	60
O-7	RDML	128	129	130	131	132	134	134	135	136	137	138	138
O-6	CAPT	3,320	3,302	3,279	3,271	3,262	3,257	3,247	3,199	3,169	3,139	3,062	3,251
O-5	CDR	6,781	6,767	6,742	6,724	6,714	6,697	6,691	6,638	6,590	6,531	6,441	6,699
O-4	LCDR	10,941	10,872	10,843	10,786	10,753	10,730	10,709	10,650	10,586	10,500	10,417	10,840
O-3	LT	18,460	18,534	18,483	18,576	18,395	18,306	18,276	18,445	20,021	20,044	19,912	18,569
O-2	LTJG	7,346	7,332	7,383	7,346	7,384	7,433	7,450	8,594	7,281	7,264	7,352	7,346
O-1	ENS	6,971	6,886	6,981	6,894	6,899	6,850	6,878	7,005	6,980	6,996	7,061	7,031
W-5	CWO5	80	77	78	79	77	76	76	76	77	76	78	77
W-4	CWO4	426	424	422	421	423	421	425	428	429	429	427	425
W-3	CWO3	828	829	842	832	844	858	877	890	909	899	881	873
W-2	CWO2	628	642	642	653	650	643	636	640	638	645	650	656
W-1	CWO1	10	10	10	10	10	10	10	10	10	10	10	10
Total Officers		56,024	55,909	55,940	55,828	55,648	55,520	55,514	56,815	56,931	56,775	56,534	56,020
<u>Enlisted Personnel</u>													
E-9	MCPO	3,134	3,136	3,148	3,146	3152	3,163	3,168	3,175	3,168	3,148	3,130	3,115
E-8	SCPO	8,262	8,232	8,223	8,182	8157	8,148	8,124	8,100	8,132	8,082	8,040	8,001
E-7	CPO	22,605	22,577	22,593	22,540	22503	22,491	22,459	22,419	22,304	22,228	23,960	23,905
E-6	PO1	50,801	50,455	52,368	52,237	52061	51,815	51,454	51,125	53,477	53,275	51,153	50,762
	PO2	77,809	77,618	79,628	79,125	78695	78,168	77,707	77,229	77,858	77,272	76,704	76,202
E-4	PO3	49,907	50,032	47,414	47,430	47787	48,123	48,455	48,658	46,735	46,684	46,735	47,383
E-3	SN	45,741	45,989	44,937	45,755	46499	47,554	48,269	49,193	48,122	48,720	49,422	49,287
E-2	SA	15,852	16,200	15,968	15,437	14585	13,894	13,875	14,249	14,593	14,612	14,489	14,487
E-1	SR	13,343	13,081	12,934	13,377	13610	13,656	13,129	12,690	12,486	12,722	12,763	12,688
Total Enlisted		287,454	287,320	287,213	287,229	287049	287,012	286,640	286,838	286,875	286,743	286,396	285,830
<u>Cadets/Midshipmen</u>		4,490	4,481	4,461	4,435	4420	4,410	4,392	3,271	4,431	4,396	4,363	4,350
Total End Strength		347,968	347,710	347,614	347,492	347117	346,942	346,546	346,924	348,237	347,914	347,293	346,200